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SURVEY OF TEACHERS' SALARIES IN U.S. PUBLIC SCHOOL SYSTEMS.

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AMERICAN FEDERATION OF TEACHERS, WASHINGTON, D.C.

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THIS 19TH ANNUAL SALARY SURVEY OF THE AMERICAN FEDERATION OF TEACHERS (AFT) LISTS TEACHERS' SALARIES AND BENEFITS PAID BY OVER 600 SCHOOL DISTRICTS IN ALL 50 STATES AND IN THE 50 LARGEST CITIES DURING 1967-68. THE SIZE OF EACH DISTRICT, SALARY BY EDUCATIONAL BACKGROUND, INSURANCE PAID BY EACH DISTRICT, AND THE NUMBER OF STEPS BETWEEN MINIMUM AND MAXIMUM SALARIES IN EACH CLASSIFICATION ARE INCLUDED. IN ADDITION, THERE IS A COMPARISON OF 1966-67 AND 1967-68 SALARY FIGURES IN DISTRICTS WHERE THE AFT HAS BEEN THE BARGAINING AGENT FOR AT LEAST ONE YEAR AND A COMPARISON OF THE FOUR LARGEST AFT CITIES WITH THE FOUR LARGEST NATIONAL EDUCATION ASSOCIATION CITIES. THIS DOCUMENT IS ALSO AVAILABLE FROM THE ORDER DEPARTMENT, THE AMERICAN FEDERATION OF TEACHERS, AFL-CIO, 1012 14TH STREET, N.W., WASHINGTON, D. C. 20005, \$1.50 FOR NONMEMBERS, \$.35 FOR MEMBERS. (TT)

AMERICAN FEDERATION OF
TEACHERS AFL-CIO

**SURVEY
OF TEACHERS'
SAALARIES**

January, 1968

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

SURVEY OF TEACHERS' SATARIES

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IN U.S. PUBLIC SCHOOL SYSTEMS

Compiled by Patricia Anderson

AFT Researcher
January, 1968

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introduction

The 19th Annual Salary Survey of the American Federation of Teachers includes over 600 school districts from across the United States. Superintendents and AFT leaders from over 1,000 districts replied to our questionnaire; however, many districts were omitted because the information was incomplete or the responses were received after the publication deadline. This year, in addition to the larger districts (6,000 or more pupils), we have included some systems with smaller enrollments, as a result of the volume of respondents from these districts.

We have extracted the 50 largest cities to preface the survey, as a special feature. Appendix A shows two new charts:

1. A comparison between the 1966-67 and 1967-68 figures in districts where AFT has been the bargaining agent for at least one year.
2. A comparison of the four largest AFT cities with the four largest NEA cities.

The survey reflects some of the very distinct salary gains in areas where AFT locals are the collective bargaining agents. We are also happy to add several cities to our list of collective bargaining election winners.

Explanation of Columns

While the format of this survey is basically unchanged from that of last year, some notes of explanation may be necessary, although most of the columns are self-explanatory.

The figures under each school district represent the average daily membership. In the insurance column, where the word "none" appears, the district offers no insurance benefits. A blank space indicates no response. Where possible, a dollar value is specified as either monthly or yearly, according to single or family coverage.

Additional pertinent information about the system is listed under "remarks." Many times the salary columns cover several categories of advanced credits.

The figure in parentheses between the minimum and maximum salaries indicates the number of increments to reach maximum. This figure is derived by assuming that one's first year of teaching is Step 0. The first increment actually comes at the beginning of the second year of teaching.

Work on this survey has opened up pertinent areas to be included in future studies. For example, the increase in salary from year to year should be compared with the number of steps to reach maximum; the length of the school year should be considered; and the fact that improvements in fringe benefits add to the total salary package is of considerable importance.

Consideration of these and other questions will be included in the next survey:

1. Do the schedules reflect a substantial increment on all levels of the scale?
2. Are equivalency credits considered, as well as earned

degrees, for salary increments?

3. Does the district offer increases for credits earned beyond each degree (i.e., B.A. + 15)?

District Name		Earnings		Rank	
Occupation	Benefits	Step 0	Step 15	Step 20	Step 25
Business		\$109,070		1	
Electrical Engineers		98,924		3	
Teachers		88,447		8	
Business		85,934		10	
Accountants		81,059		14	
Postal Clerks		80,576		23	
Salesmen		84,477		40	
Automobile Mechanics		60,733		47	
Waiters		56,535		51	
Clerks		54,831		57	
Waitresses		45,512		62	
Waiters		27,543		67	

Salaries In the 50 Largest Cities

This year we have again extracted from the study the salary provisions from 50 of the largest cities. Whenever you see the notation (50) after the name of a city in the main listing, you should look in this section for the salary information.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S OTHER PLUS 30 HOURS	MASTER'S DEGREE 30 HOURS	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
NEW YORK CITY (AFT) (1,084,818)	6200* (13) 10,350	2 • 150 11 • 350	6700 (13) 10,850	7450 ¹ (13) 11,600	7700 ² (13) 11,850	8450 (13) 12,600	H, M-S. Avg. \$207 Range \$122-\$298 M-M, L, drugs, dental, optical \$165 H, 100%
CHICAGO (AFT) (547,678)	6560 (10) 10,147 7350* (10) 11,025	358, 3 • 359, 358, 359, 365, 353, 358, 359		6970 (11) 10,916 770* (11) 11,812	7175 (12) 11,480 7980* (12) 12,390	7431 (12) 11,736 8242* (12) 12,652	Note: figures include 2 wks. vacation pay. *Schedule as of Sept. '68. L.I. \$250 • S 16, 21, 26, 31, 36 to max of \$11,750 (B.A.)-\$12,197 (M.A.) •\$12,761 (M.A. + 30)-\$13,017 (Ph.D)
LOS ANGELES (784,239)	6500 (10) 94-	•280, 240, 250, 270, 290, 290, 310, 320, 330, 340	7110 ¹ (10) 10,320	6800 ² (10) 9860	7430 ³ (10) 10,340	8050 ⁵ (10) 11,690	L.I. \$10 per 4 wk. pay per. M.A. degree, \$40 per 4 wk. pay per. Ph.D. or equiv. - 30 per 4 wk. pay period after 5 yrs. on max. •B.A. + 28; ³ B.A. + 56; ⁴ B.A. + 70; ⁵ B.A. + 84; ⁶ B.A. + 98. P.T.E. full credit max. 5 yrs. (step 6)
DETROIT (AFT) (291,381)	6650 (11) 10,350			7150 (11) 10,850	7450 (12) 11,550	7750 (12) 11,850	H, M-S, 160 per yr. L, \$1000 pol. prem.
PHILADELPHIA (AFT) (275,000)	6100 (10) 9900	330, 660, 530, 6 • 330, 300		7100 (10) 10,900	6400 (10) 10,300	6400 (10) 10,900	H, M-S, M-M, L, approx. 50%, health 50%, occupational liability, 100%
HOUSTON (231,830)	5616 (12) 7994			6075 (12) 8893	6075 (12) 8893	M-M, \$50 per yr.	
BALTIMORE (AFT) (190,371)	6000 (14) 9800	200, 8 • 250, 5 • 300		6500 (15) 10,600	7000 (15) 11,100	7500 (15) 11,600	H, M-S, M-M, 50%

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-M = Major Medical-Surgical; M-S = Medical-Surgical;

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
STATE OF HAWAII (156,660)	Basic ¹ 4774 (8) 7054 Incentive ¹ 5330 (8) 7876	239, 251, 263, 276, 290, 305, 320, 336 7777 Incentive ¹ 5877 (8) 8684	Basic ¹ 5264 (8) 7777 Incentive ¹ 5877 (8) 8684						H, M-S, M-M, \$3 to \$10 per mo.	Schedule in effect since 1965. ¹ Difference is that teachers must earn 5 sem. hrs. every 3 yrs. under incentive plan; L.I. 9 years beyond max. for total of \$1112 basic, 1252 incentive for B.A. Lane; \$1226 basic, 1369 incentive for B.A. + 30 Lane. Increase to max. 3 steps of 3 years each.
MIAMI (No Response)										L.I. 300, 25, 30, 35 yrs., P.T.E. full credit max. 5 yrs.
CLEVELAND (AFT) (152,000)	Basic ¹ 6250 (15) 9600	300, 2 • 200, 400, 150, 3 • 200, 250, 5 • 200, 350	6350 (15) 9950		6550 (14) 10,750					None
SAN DIEGO CITY (142,602)	Basic ¹ 6200 (9) 8824	248, 258, 268, 279, 291, 301, 314, 326, 339		6696 ¹ (10) 3673	7192 ² (11) 10,537	8184 ³ (13) 12,308	7688 ⁴ (12) 11,414	8680 ⁵ (14) 13,217	M-M. 106.08 per yr.	P.T.E. credit 6 yrs. 67-68, 7 yrs. 68/69. P.G.R. 4 s.h. each 4 yrs. ¹ B.A. + 18; ² or equiv.; ³ B.A. + 72w/M.A.; ⁴ B.A. + 54 w/M.A.; ⁵ or B.A. + 90 w/M.A.
DISTRICT OF COLUMBIA (AFT) (142,000)	Basic ¹ 5840 (12) 8975	3 • 265 9 • 260			6385 (12) 9520	6605 (12) 9740	6823 ¹ (12) 9960	L.I. \$605 after 15 and 18 years. Schedules in effect since Nov. 1966 'M.A. + 60.	H, M-S, M-M \$34 to \$81 per yr. L, \$16.25 to \$29.80 per yr.	
SAN FRANCISCO (128,067)	Basic ¹ 6430 (13) 11,045	13 • 355	7300 (12) 11,980	7855 (11) 12,860					M-M. 44½%	
MILWAUKEE (127,479)	Basic ¹ 5850 (12) 9290	12 • 293		5967 ¹ (13) 9547	6084 (13) 9745	6318 ² (13) 10,202	6433 ³ (13) 10,429	6552 (13) 10,656	P.T.E. full credit 1st yr., 1/2 credit thereafter, max. 5 yrs. ¹ B.A. + 16; ² M.A. + 32; ³ M.A. + 48.	L.I. \$100 per yr. after 20 yrs. P.T.E. credit from 3-10 yrs.(Step 5) 'M.A. + 45.
MEMPHIS (121,615)	Basic ¹ 5200 (15) 8200	2 • 50, 250, 4 • 150, 250, 2 • 150, 300, 3 • 150, 750			5700 (15) 8700	6200 ¹ (15) 9200	6700 (15) 9700	M-M, 45.60 L, 15.00		
ST. LOUIS (115,380)	Basic ¹ 5800 (14) 9860	14 • 290		6380 (14) 10,440	6960 (14) 11,020	8120 (14) 12,180				

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;

INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach Bachelor's maximum	BACHELOR'S OTHER BACHELOR'S LANES PLUS 30 HOURS	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
ATLANTA (112,487)	6000 (12) 8784	144,240,140, 9 • 240		6624 (14) 9984	7344 ¹ (14) 10,704		8064 (14) 11,424	M-M 1.00 per mo.	¹ Ed. S.
COLUMBUS (106,000)	5600 (15) 8200	15 • 200		6200 (15) 9000				H, M-S, M-M, 100% Sing.	L.I. \$200 at 20th year. P.G.R. \$600 end of 5th year; \$400 at 10, 15, 20th; P.T.E. max. 5 years full credit.
ORLEANS PARISH (New Orleans) (104,989)	5400 (11) 8700	11 • 300		5700 (12) 9300	6000 (12) 9600		6300 (12) 9900		L.I. • 200 20 + years of S.U.C.
INDIANAPOLIS (104,799)	5858 (14) 9352	2 • 215, 2 • 269, 322, 33 ² , 2 • 269, 4 • 215, 161		\$342 (10) 10,535	6557 (16) 10,965	6342 ¹ (16) 10,105	6772 (17) 11,395	L. \$3000 policy, approx. \$10 per yr.	L.I. \$215 • 18 yr. N.T.E. required. P.T.E. on approval of Supt. 1M.A. equivalent.
BOSTON (AFT) (93,600)	6000 (9) 19,000	7 • 490, 500, 700		6500 (9) 10,500	7000 (9) 11,000		7500 (9) 11,500	H, M-S, M-M, 50% L. \$2000, 100%	
DALLAS (No Response)								None	
HILLSBOROUGH COUNTY (Tampa) (93,000)	5200 (12) 8528	2 • 156, 3 • 208, 2 • 260, 2 • 312, 364, 416, 468		5720 (12) 9048	6240 (12) 9568			L. 100%, \$2000 policy 50% above 100% acc. death and dismemberment	P.T.E. max. 5 yrs. of last 8. 'A.B. + 45; 2A.B. + 50; 3A.M. + 45; 4A.M. + 90.
DENVER (94,260)	5500 (12) 8975	2 • 100, 1 • 350, 3 • 300, 3 • 325, 3 • 350		5600 ¹ (12) 9275	5700 ² (12) 9575	8150 ³ (6) 10,025	9550 ⁴ (3) 10,375	9875 (3) 11,030	
SEATTLE (90,405)	6000 (5) 6750	5 • 150				6620 (11) 9260	10,725	7540 (13) 11,505	H, M-S, M-M, \$5
CINCINNATI (88,391)	5920 (12) 9725	260, 265, 450, 2 • 315, 310, 6 • 315					6445 (12) 10,245	H, 2,66, M-M, 372 (Approx. 50%)	L.I. end of 17th yr.: \$260 B.A. scale, \$265 M.A. scale. P.T.E. full credit max. 5 yrs.

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INSURANCE: H = Hospitalization; M-S = Major-Surgical; M-M = Medical-Surgical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	MASTER'S DEGREE	OTHER BACHELOR'S LANES	MASTER'S PLUS 30 HOURS	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
FORT WORTH (80,500)	5729 (15) 7669	3 • 110, 6 • 125, 5 • 140, 1 • 160		5969 (15) 8069	7100 ² (11) 11,500		6569 (15) 8669	L, \$1000 (Policy)	P.T.E. full credit on State scale or 1/2 credit on district scale, whichever is greater.
NEWARK (76,000 est.)	6300 (11) 10,700	11 • 400	6700 ¹ (11) 11,100				H, M-S, M-M, L, 100%		¹ S.A. + 32; ² M.A. + 32.
PITTSBURGH (75,585)	5900 (10) 9200	3 • 300, 600, 6 • 300				6200 (10) 9800	6800 (10) 10,400	7400 (10) 10,700	H, M-S, 90%, ¹ M.M. 100%, L, \$5000 pol.
PORTLAND, ORE. (75,189)	5900 (14) 9200	2 • 150, 2 • 250, 300, 4 • 250, 300, 250, 200				6100 10,000 10,300*	6100 10,000 10,300*	7100 ¹ (10) 11,000	P.T.E. 9 years max.. ¹ M.A. + 15 and 17 years experience. ¹ or B.A. + 36; ² M.A. + 34.
KANSAS CITY, MO. (75,000)	5550 (11) 8415		227, 228, 4 • 265, 5 • 270			5750 ¹ (14) 9640	5950 ² (14) 9840	6250 (14) 10,140	P.T.E. max. 7 years full credit.
OKLAHOMA CITY (74,968)	5250 (21) 7350		21 • 100			5500 (21) 7900			
BUFFALO (72,461)	5800 (14) 9575	13 • 275, 200		6100 (14) 9875	6400 ¹ (14) 10,175	6300 (14) 10,075	6600 (14) 10,375	6600 (14) 10,075	H, M-S, 7.88 - 18.60 per mo.
MINNEAPOLIS (70,086)	6000 (9) 9645	2 • 150, 500, 410, 430, 460, 485, 515, 545		6300 (10) 10,735	6150 ¹ (9) 9,885	6600 (11) 11,920	6750 ² (12) 13,210	7200 (12) 13,785	H, M-S, 100% M-M. \$78.12, L, \$2000 policy premium
OAKLAND (70,017)	6090 (10) 9360	10 • 327			6584 (11) 10,512	7314 ¹ (12) 11,778			¹ B.A. + 15; ² M.A. + 15; P.T.E. max. 6 years.
BIRMINGHAM (68,317)	5940 (10) 6723	3 • 99, 7 • 198				5688 (10) 7470	5994 (10) 7776	6300 (10) 8082	Add 630 per year for earned Doctorate, P.T.E. full credit max. 8 years. ¹ B.A. + 60 w/M.A. P.G.R. at 5 and 8 years.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;

INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENT No. of steps MAXIMUM	BACHELOR'S OTHER PLUS 30 HOURS To reach Bachelor's maximum	BACHELOR'S MASTER'S DEGREE PLUS 30 HOURS	MASTER'S OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
DAYTON (59,620)	6000 (14) 9780	14 • 270		6440 (14) 10,500		7640 (14) 11,700	P.T.E. full credit max. 6 years.
NORFOLK (No Response)	5700 (13) 9177	4 • 228, 9 • 285		6270 (14) 10,032	4 • 228 10 • 285	7410 (14) 11,172	
OMAHA (59,396)	5900 (6) 9450	3 • 200, 350, 2 • 300 9550		6325 (6) 10,250			H, M-S, M-M, 7.79-22.72 per mo.
AKRON (58,105)		2 • 100, 200, 6 • 100, 200, 6 • 100		5800 (22) 8200	6000 (22) 8400		
EL PASO (57,255)	5500 (16) 7300	4 • 200, 400, 4 • 200, 400, 2 • 300		5800 (12) 9100			\$10 per. S.H. grad. cred. beyond M.A., min. 15, max. 30. M.A. + 30 hr. max. 9700, L.I. 17th yr. \$200. P.T.E. max. 7 yrs. (8yrs. 68-69).
TOLEDO (54,000)	5500 (12) 8500	15 • 218		5886 (15) 9156	6322 (15) 9592	6104 ² (15) 9374	L.I. \$250 after 20 years. ¹ B.A. + 15; ² M.A. + 15.
LOUISVILLE (51,000)	5450 (15) 8720	2 • 250, 3 • 300, 4 • 400, 2 • 500		6200 ¹ (11) 10,350	6600 ² (11) 11,000	6700 ³ (11) 11,050	H, M-S, M-M, L. 11.88, per mo. = 100% per mo.
ST. PAUL (47,721)	6000 (11) 10,000			6200 ¹ (11) 10,915	6700 ³ (11) 11,350	7200 (11) 12,000	L.I. for M.A., M.A. +, Dr. 200 after 20 years, 300 after 25 years. ¹ B.A. + A.U.; ² M.A. equiv.: 6400 (11) 10,700; ³ M.A. equiv. + A.U.; ⁴ M.A. + A.U.
ROCHESTER (46,000)	5900 (12) 10,030	2 • 295, 354, 472, 6 • 354, 2 • 295		6431 (13) 10,620	6785 (14) 11,564	6608 ¹ (14) 11,328	L.I. 20, 25 years, \$295. ¹ M.A. + 15.
JERSEY CITY (35,664)	6100 (12) 9600	11 • 300, 200		6400 ¹ (12) 9900	6700 ² (12) 10,200	7000 (12) 10,500	¹ or B.A. + 32; ² M.A. + 32 or B.A. + 64.

SYMBOLS: L.I. = longevity increment; SVC. = service; P.G.R. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 INSURANCE: H = Hospitalization; M-S = Major Medical; M-M = Medical-Surgical; L = Life; s = steps.

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps MAXIMUM	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S OTHER BACHELOR'S DEGREE PLUS 30 HOURS	BACHELOR'S MASTER'S DEGREE PLUS 30 HOURS	MASTER'S OTHER MASTER'S LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
PHOENIX (27,465)	5625 (7) 8250	7 • 375 ¹		6000 (12) 10,500	M.A. + 24 6375 (12) 11,625	7125 (12) 11,625	Industrial A.U.	Note: 5 yr. max. for P.T.E. ¹ Increments on all scales • 375 per yr.
LONG BEACH (82,787) (A.D.A.)	6290 (11) 10,085	11 • 345	6698 ¹ (12) 10,838	7106 (13) 11,591	7514 ² (14) 12,344	7922 ³ (14) 12,752	8430 (15) 13,605	P.T.E. 5 years (St. 6) ¹ B.A. + 28; ² B.A. + 56 & M.A. or M.A. + 28. ³ H, M-S, M-M, 10.68 per mo.
SAN ANTONIO (22,303)	5400 (16) 7310	15 • 120, 110		5600 (19) 8350	5400 (14) 8260	5800 (16) 9000		P.T.E. full credit.
TULSA	5000 (12) /400	12 • 200						P.T.E. full credit to 4 yrs. then 1 yr. for every 2 (max. 6).

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
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The Importance of Salaries

This document is a comparative guide which should be useful to teachers seeking employment in other districts, boards of education, school officials, negotiators, and researchers. Members of the government and general public, who each year must demonstrate their belief in and support of the tremendous needs of the school community and its teachers, may also find it helpful.

Let us hope that educators across the country, through AFT affiliation, can work to dispel the myth that the dedicated teacher is immune to the economic factors which govern much of our existence. Let us concern ourselves with the reality that

a strong active pursuit of improved salaries and fringe benefits does not lessen the dedication of a teacher; conversely, it strengthens the profession from within.. Such efforts will, hopefully retain expert teachers within the field, attract men, too many of whom have been forced into other more economically lucrative fields of employment, and eliminate the need for moonlighting by many of our colleagues. Let us also appeal to the young college graduate who can bring with him the desire, spirit, ideas, and creative innovations to cope with an ever-changing curriculum.

The present goal of the AFT is a professional salary for professional employees — \$8,500 to \$17,000 in five increments at the bachelor's degree level.

SCHOOL DISTRICT	BACHELOR'S MINIMUM YEARLY INCREMENTS	BACHELOR'S MAXIMUM YEARS	MASTER'S 30 HOURS PLUS	OTHER BACHELOR'S DEGREE LANES	MASTER'S PLUS 30 HOURS	MASTER'S OTHER DEGREE	DOCTOR'S SOURCE AMOUNT paid by employer	REMARKS
Average daily membership	No. of stops maximum	To reach bachelor's maximum						
BALBOA HEIGHTS (14,250)	6716* (12)	303, 305, 305, 9 e 299	10,948	7342 (12)	7595 (12)	7848 (12)	Ms. 1/3 by U.S. Govt. L. A.U.	Note separate scale for Non-U.S. citizen (app. \$453 less) *Also incl. 15% trop. differential, L.I. '14, 696
CANAL ZONE membership	10,321		11,201	10,948	11,201	12,845		
BIRMINGHAM (50)								
CALHOUN CO.	4731	7 e 60						
ANNISTON (11,716)	(9)	1 e 69						
	5292	1 e 72						
DeKALB CO. (8289)	4685 (5)	5 e 96						
FLORENCE (7467)	4180* (6)	2 e 105, 231, 104, 105, 106						
	4936		5230 (6)					
GADSDEN CITY (11,798)	4570 (5)	5 e 100						
	5570		6061					
JACKSON CO. (6748)	4643 (5)	5 e 106						
	5173							
MARSHALL CO. (13,065)	4620 (4); 5196	120, 120, 180, 156						
MOBILE CO. (70,820) (A.D.A.)	4760 (15)	15 e 110*						
	6410							
SELMA (7110)	5000 (12)	12 e 100						
	5800							
TUSCALOOSA (11,040)	4704 (10)	66, 2 e 72 66, 2 e 72, 66, 84, 72, 78						
	5448 (10)							
	5424							

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; **50** = listing of 50 largest cities.

SCHOOL DISTRICT	BACHELOR'S INCREMENT No. of steps maximum	YEARLY INCREMENT To reach bachelor's maximum	BACHELOR'S DEGREE PLUS 30 HOURS LANES	MASTER'S DEGREE PLUS 30 HOURS LANES	OTHER BACHELOR'S DEGREE PLUS 30 HOURS LANES	MASTER'S DEGREE PLUS 30 HOURS LANES	DOCTOR'S DEGREE DEGREE plus 30 hours	REMARKS
ALASKA								
GREATER ANCHORAGE (20,095)	7300 (6) \$555	3 e 367 3 e 368 (alt.)	805 ¹ (11) 12,127	7717 ² (9) 11,025	9187 (15) 12,352	8555 ³ (15) 15,057	9922 (15) 15,435	P.T.E. full credit max. step 5; ¹ B.A. + 36; ² B.A. + 18; ³ programmed degree beyond M.A.
FAIRBANKS NORTH STAR BOROUGH (6581)	7600 (5) 10,600	8 e 380	7980 ¹ (10) 11,780	9120 ² (15) 14,990	8740 ³ (15) 14,440	9380 (15) 15,580	H, 11.00 per mo.; M-M .50 per mo.	Salary schedule effective 1966-68; ¹ B.A. + 18; ² M.A. + 36; ³ M.A. + 16.
JUNEAU DIST. #1 (14,091)	7300 (8) 9000	8 e 300	B.A. + 18 9300 (9) 10,300 ¹	7900 (12) 11,400	M.A. + 18 7800 (14) 12,350	H, M-S, M-M, 7.50 per mo.; ¹ 325 yrly. incr. M.A., 8 M.A. + 18; 4 yrs. credit for exp. outside state.		
ARIZONA								
PHOENIX (50)								
AMPHITHEATER PUBLIC (TUCSON) (6114)	5300 (10) 8950	10 e 375		5635 (12) 10,135		6070 (13) 10,945	None	
S.D. #40 OF MARICOPA CO. (GLENDALE)	5300 (10) 8215	5 e 392 5 e 291	B.A. + 12 5459 ¹ (10) 8374	5630 ² (11) 8323	6254 ³ (12) 10,388	M.A. + 15 ⁴ 6042 (11) 9022	6466 ⁵ (12) 10,918	None
MESA #4 & 407 (17,500)	5300 (6) 6371	3 e 212 3 e 265	B.A. + 15 ² 5512 (7) 7261	5724 ¹ (9) 8374	6360 ⁴ (12) 9010	M.A. + 15 6149 ⁵ (11) 9046	6572 ⁶ (12) 10,494	H, M-S, M-M, .52 per yrly. incr. 2 e 212, 2 e 265, 3 e 318, 2 e 371, 3 e 265, 1 e 318; yrly. incr. 2 e 212, 2 e 265, 3 e 318, 2 e 371, 1 e 424; also B.A. + 45; ⁴ yrly. 2 e 212, 2 e 255, 3 e 318, 2 e 371, inc. 6 e 345; 5 e 3445; yrly. inc. 12 e 371, 3 e 424; 5/2/212, 2/285, 3/318, 2/371, 2/424; ⁵ 2/212, 2/265, 3/318, 2/371, 3/424.
SCOTTSDALE (26,156)	5300 (7) 812	9 e 318		5512 ² (10) 8692	5724 (12) 8664	5555 ³ (12) 10,924	6572 (13) 12,435	Note: Max. 5 yrs. granted for P.T.E. ¹ B.A. + 15 or B.A. + 45, 5936 (12) 10,388; M-A. + 15 or M.A. + 45, 6360 (13) 11,534.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Major Medical; M-M = Major Medical-Surgical; L = Life; S = steps; 50 = listing of 50 largest cities.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCOMING	INCREMENT	MASTER'S DEGREE No. of steps maximum	MASTER'S OTHER DEGREE PLUS 30 HOURS	BACHELOR'S DEGREE PLUS 30 HOURS	DEGREE 30 HOURS LAMES	DOCTOR'S DEGREE 30 HOURS	REMARKS
Average daily membership	To reach bachelor's maximum							
SUNNYSIDE S.D. #12	\$200 (9)	9 e 374	5574 (10)	5387 (9½)	5761 (11)	6135 (12)	6596 (13)	Note: P.T.E. to step 8 e 1/2 step per yr. all full step incr e 374 per yr. 1/2 step e 187.
TUCSON (5859)	8466	9314	8940	9475	10,270	10,623	11,745	
TUCSON (49,792)	5400 (9)	9 e 378	5778 (9)	5589 (9)	5869 (12)	6345 (12)	6156 ² (12)	Note: \$100 longevity after 25 yrs.; M.A. + 45, 6534-11,070 (12) M.A. + 60, 6723-11,259 (12); 'B.A. + 15; 2M.A. + 15.
WASHINGTON DIST. #6 (14,924)	8,802	9100	8991	10,503	10,881	10,881	10,882	P.T.E. max. 10 yrs. 1/2 credit or \$100 every 2 yrs. max. 4 yrs.; then \$50 every yr. (max. \$400 or 8 yrs.); 'B.A. + 15; 2M.A. + 15.
HELENA-W. HELENA S.D. #2 (6350)	5000 (15)	9 e 75 6 e 100	5408 ¹ (9)	5733 (11)	6383 (12)	6856 ² (11)	7111 (12)	Note
HOT SPRINGS (5895)	5150 (12)	3 e 100 9 e 50	5900	5512 ¹ (12)	5356 ² (12)	5450 (10)	5650 (10)	Note
LITTLE ROCK (22,839)	5200 (12)	5 e 156 0,47,125,124, 104,108,94	6582 7384	5720 (12)	5240 (12)	6300 ³ 6662	6732 8424	'B.A. + 24; 'B.B.A. + 12; 3M.A. + 15.
LONG BEACH, LOS ANGELES, OAKLAND, SAN DIEGO, SAN FRANCISCO (50)								
ALAMEDA (11,420)	6690 (4)	4 e 303	6666 ¹ (11)	7272 (12)	8484 (14)	7073 ² 9999	11,514 12,726	1A.B. + 24; 3M.A. + 15
ALHAMBRA (17,500)	6100 (8)	270, 290, 300, 310, 330, 340, 360, 370	7272 6800 ¹ (5)	10,908 9600	12,726 12,000	8440 ³ (8)	11,514 12,000	H, M-S, M-M \$125 per yr. For alt: 4 units required to advance from 6th to 7th step same for 9th to 10th. 1 or B.A. + 150 units; 2M.A. + 175 units; 3or M.A. + 200 units.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	MASTER'S DEGREE PLUS HOURS	MASTER'S PLUS HOURS	OTHER PLS	BACHELOR'S DEGREE 30 HOURS	MASTER'S DEGREE 30 HOURS	MASTER'S DEGREE 30 HOURS	DOCTOR'S DEGREE	INSURANCE AMOUNT paid by employer	REMARKS	
ALVORD (RIVERSIDE) (7166)	5846 (6) 7717	3 e 234 233, 4 e 234	6548 (10) 9471	6197 ¹ (9) 8564	6398 (11) 10,435	7249 ² (13) 11,809	H, 10,42, 10,80	¹ B.A. + 15; ² B.A. + 60 w/M.A.			
ALVORD UNIFIED (8729)	5568 (8) 7350	223,222 223,223 223,222 223,223	6236 (10) 9029	5902 ¹ (9) 8157	6570 ² (11) 9939	6904 ³ (13) 11,247	M-M, 100 per yr.	¹ B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A.			
ANAHEIM ELEM. (14,877)	6100 (11) 9125	11 e 275	6350 ¹ (11) 9875	6475 ² (11) 9500	6850 (11) 9875	7010 ³ (12) 10,030	9350 ⁴ (7) 11,710	H, 72,00	M-M, 4.92 per mo. (50%)	Note: Increases on all schedules @ 275 per yr.; ¹ B.A. + 32 or M.A.; ² B.A. + 16, B.A. + 42 incl. M.A. 8050-10,250(8), B.A. + 56 incl. M.A. 8425-10,625(8).	
ANTIOCH (6879)	6000 (10) 9360	2 e 335 340, 4 e 335, 340, 2 e 335	5670 (11) 10,370	6335 ¹ (11) 10,030	7010 ² (12) 11,040	7680 ³ (11) 11,375	9350 ⁴ (7) 11,710	P.T.E. full credit to step 10; ¹ B.A. + 15; ² M.A. + 35; ³ M.A. + 50; ⁴ M.A. + 65; L.I. 19th yr. (13 in dist.) \$250, 25th yr. (19 in dist.).	Add. 400 per yr. for doctorate P.T.E. full credit max. 6 yrs. L.I. \$500 16th yr. (merit) continue each yr. thereafter, ¹ A.B. + 38; ² A.B. + 24; ³ A.B. + 75 w/M.A.		
ARCADIA (9721)	6150 (10) 8677	215, 223, 231, 239, 247, 256, 265, 274, 284, 293	6699 ¹ (12) 10,122	6415 ² (11) 9398	7378 (12) 11,144	8792 ³ (11) 12,900	H, M-S, M-M, 6.09 per mo.	H, M-S, M-M, 16.33	Note: Proposed changes for longevity; all yrly. incl. e 306. B.A. + 55 w/M.A. 7008-10,986(13); B.A. + 70 w/M.A. 7284-11,262(13); ¹ B.A. + 35; ² B.A. + 20.		
BALDWIN PK. UNIFIED (12,493)	6000 (8) 8448	8 e 306	6642 ¹ (13) 10,620	6366 ² (8) 8814	6642 (13) 10,620	7000 ³ (13) 10,620	9000 ⁴ (14) 12,550	H, M-S, M-M, \$30 (100%)	H, M-S, M-M, 16.33	¹ B.A. + 28; ² or B.A. + 45; ³ B.A. + 60 w/M.A.; ⁴ B.A. + 75 w/M.A., P.T.E. full credit max. 5 yrs.	
BELLFLOWER UNIFIED (13,486)	6200 (10) 8900	10 e 270	6500 ¹ (12) 9980	6900 ² (12) 10,930	7400 ³ (13) 11,950	8000 ⁴ (14) 12,550	H, M-S, M-M, A.U. (100%)	H, M-S, M-M, A.U.	Note: 7000-12,400(12) e 450, B.A. + 60, B.A. + 42 w/M.A., M.A. + 12; 7100-13,100(12) e 500, B.A. + 72, B.A. + 54 w/M.A., M.A. + 24; ¹ M.A. or B.A. + 48; ² B.A. + 24 and B.A. + 36.		
BERKELEY UNIFIED (15,763)	6050 (13) 9300	13 e 250	6000 ¹ (12) 10,200	6000 ² (12) 11,700	6750 (12) 10,950	7072 ³ (12) 12,160	M-M, 100%	P.T.E. max. 5 yrs. for initial placement, max. of 10 yrs. if teacher is re-employed for second yr.			
CAJON VALLEY-USD (11,335)	6180 (9) 8498	5 e 258 4 e 257 alt.	see M.A. (11) 9517	6458 ¹ (11) 10,331	6747 ² (12) 12,391*	7437 ³ (13) 10,918	7085 ⁴ (12) 10,918	CALIFORNIA	INSURANCE: H = Hospitalization; M-S = Major-Surgical; M-M = Major Medical; L = Life; s = steps.		
CASTRO VALLEY UNIFIED (9753)	6080 ¹ (10) 9160	10 e 308	6570 (12) 10,962	7072 ² (12) 12,160							

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Major-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM No. of steps maximum	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S DEGREE No. of steps maximum	MASTER'S DEGREE No. of steps maximum	MASTER'S PLUS 30 HOURS LANES	MASTER'S DEGREE 30 HOURS LANES	DOCTOR'S DEGREE plus 30 hours	REMARKS
CALIFORNIA								
CENTINELA VALLEY UNION HIGH SCHOOL DISTRICT (6634)	6000 (9) 9375	9 e 375	6468 (11) 10,593	6337 (11) 11,962	7406 ¹ (11) 11,531	7075 ² (11) 12,000	M-A. app. \$10.00	¹ B.A. + 50 w/M.A.; ² B.A. + 60 w/M.A.; add \$500 for doctorate P.T.E. full credit max. 5 yrs.
CENTRALIA S.D. (7634)	6100 (8) 8052	8 e 244	6466 ¹ (10) 8906	6393 (10) 9423	8052 (11) 11,506	7442 ² (10) 10,582	H, 4.82, M-M, 1.82, L, 38	¹ B.A. + 45 w/M.A.
CHAFFEY U.H.S.D. ONTARIO (9497)	6001 (7) 7680	7 e 240	6730 (12) 10,206	6360 ¹ (9) 8736	7170 (12) 10,914	8100 (12) 12,420	H, M-S, M-M, \$100 yearly. L-I. \$100, 4 yrs on max., ¹ B.A. + 15.	
CHINO UNIFIED (7830)	5928 (9) 8089	5 e 240 1 e 241 3 e 240	6580 (11) 9612	B.A. + 15 (11) 8562	6906 (11) 10,183	M-A. + 15 ² 722 (12) 11,432	M-A. \$72 per yr.	
CHULA VISTA CITY (12,761)	6250 (11) 9688	6 e 313 5 e 312 alt.	6875 ¹ (10) 10,625*	B.A. + 15 (12) 10,000*	7188 ¹ 6563 (12) 10,936*	H, 91.56 per yr.	*Merit incr. in 17th yr. @ 313; ¹ Also B.A. + 45.	
CLOVIS (7895)	6000 (9) 8745	9 e 305			6610 ¹ (10) 9680	7525 (11) 10,270	H, 300, M-S, 3,00, M-M, 3.00 (upon request of employee)	¹ or B.A. + 30; ² M.A. + 15, ³ or M.A. + 45, or B.A. + 75 w/M.A.
COMPTON CITY (16,194)	6100 (11) 9820	7 e 300 4 e 400	6700 (12) 10,000	6400 ¹ (11) 10,100	7200 (12) 11,300	7700 (12) 11,800	M-A. \$26.00 per yr.	P.G.R. 12 pts. each 3 yrs., P.T.E. full credit max. 4 yrs.. ¹ B.A. + 15.
COMPTON U.H.S.D. (12) 10,883					6831 (12) 11,309	7782 ¹ (12) 12,160	M-A. + 20	¹ M.A. + 28; ² M.A. + 14.
COVINA VALLEY U.S.D. (17,932)	6100 (9) 9034	215, 286, 309, 311, 324, 335, 354, 366, 384			B.A. + 20 (10) 9742	7076 ¹ (10) 10,331	M-A. + 20	P.T.E. max. 4 yrs. (step 5). ¹ also B.A. + 40; ² also B.A. + 60 w/M.A.

SYMBOLS: L.I. = longevity increment; SVC. = service; P.G.R. = professional growth requirement; A.U. = amount unspecified;
SYMBOLS: M-S = Medical-Surgical; M-M = Medical-Medical; L = Life; S = steps.
INSURANCE: H = Hospitalization;

SCHOOL DISTRICT	BACHELOR'S INCREMENTS	YEARLY INCREMENTS	OTHER BACHELOR'S INCREMENTS	PLACEMENTS	MAXIMUM	DOCTOR'S DEGREE	REMARKS
Average daily membership	No. of steps	To reach bachelor's maximum	BACHELOR'S LINES	PLACEMENTS	MAXIMUM	PLUS 30 HOURS	
CULVER CITY (7285)	628 (7)	2 • 350 340, 3 • 350, 340 2 • 350	6730 ¹ (9) 10,170	7670 ² (9) 11,740	8140 (5) 12,520	P.T.E. full credit max. 6 yrs.; add. \$500 for doctorate; L.I., \$250 after 1 yr. on max. (for 10 yrs.); ¹ B.A. + 18; ² B.A. + 54 w/M.A.	
CUPERTINO UNION (21,964)	880 (6)	6 • 200	A.B. + 15 6360 (7) 8160	6355 ¹ (10) 9735	7755 (12) 11,550	P.T.E. max. credit 5 yrs.; ¹ also B.A. + 45; ² also B.A. + 60	
DOWNEY U.S.D. (19,680)	680 (5)	9 • 330	6350 (11) 10,450	6355 ¹ (10) 9735	7755 (12) 11,550	P.T.E. max. 28 yrs.; ¹ also B.A. + 45; ² also B.A. + 60 w/M.A.	
EL MONTE S.D. (9483)	580 (12)	12 • 200	6350 ¹ (12) 8700	6350 ¹ (12) 8700	7300 ³ (12) 9820	A.I. • s16, 21, 26 within district; ¹ B.A. + 20; ² B.A. + 40 w/M.A.; ³ B.A. + 60 w/M.A.	
EL MONTE U.H.S.D. (6390)	6120 (7)	9 • 360	B.A. + 18 6480 (10) 10,080	6350 ¹ (13) 9274	7560 ¹ (13) 12,240	P.T.E. max. 28 yrs.; ¹ also B.A. + 45; ² also B.A. + 60 w/M.A.	
EL RANCHO U.S.D. (14,701)	688 (10)	284, 284, 285, 284, 284, 285, 284, 284, 285, 284	6350 ¹ (11) 9274	7653 ³ (11) 11,113	7755 ² (11) 11,113	A.I. • s14, 17,72 per yr.; ¹ also B.A. + 45; ² also B.A. + 60 w/M.A.; ³ B.A. + 60 w/M.A.; ⁴ B.A. + 75 w/M.A.; ⁵ M.A. + 20 or ⁶ B.A. + 60 w/M.A.; ⁷ B.A. + 75 w/M.A.; ⁸ M.A. + 45 w/M.A.; Also: B.A. + 75 w/M.A. (7973-11,501) 11. (Units approved on basis of A. or B. average.)	
FOLSOM-CORDONA U.S.D. (11,193)	378 (9)	2 • 280, 2 • 300 1 • 320, 1 • 340	6350 ¹ (7) 8310	6070 ¹ (7) 8310	7270 ³ (11) 11,670	P.T.E. max. 10 (6th step); ¹ B.A. + 15; ² or B.A. + 45; ³ M.A. + 20 or ⁴ B.A. + 60 w/M.A., ⁵ B.A. + 75 w/M.A.; ⁶ M.A. + 10 or B.A. + 60. (Units approved on basis of A. or B. average.)	
FONTANA (12,279)	618 (6)	3 • 343 2 • 342 alt.	6574 ¹ (7) 8872	7423 ³ (11) 11,191	8700 ³ (10) 12,050	P.T.E. full credit max. 5 yrs.; ¹ B.A. + 20; ² or B.A. + 40; ³ B.A. + 48 w/M.A.; ⁴ B.A. + 68 w/ M.A.	
FREMONT (29,184)	688 (7)	9 • 335	6620 ¹ (9) 9635	7600 ¹ (9) 12,000	Add: 250 for M.A., 300 doctorate. ¹ A.B. + 15; ² A.B. + 45; ³ A.B. + 60 ⁴ A.B. + 75.		
FREMONT H.S. (11,000)	680 (7)	18 • 400	7100 (10) 11,300	7600 ¹ (9) 12,000	L.I., \$400 • 16, 20, 24, 28 yrs. when evaluated good or superior--for A.B. + 45, + 60, + 75. P.T.E. credit 5 yrs.; ¹ A.B. + 60; ² A.B. + 75.		

SYMBOLS: L.I. = longevity increment; SYC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM No. of steps	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S PLUS HOURS	OTHER BACHELOR'S LANES	MASTER'S DEGREE PLUS 30 HOURS	MASTER'S DEGREE LINES	DOCTOR'S DEGREE	DISBURSEMENT Amount paid by employer	REMARKS
FRESNO (57,782) (A.D.A.)	6100 (9)	9 e 355	6710 (10)	7065 ¹ (11)	7420 ² (12)	7775 ³ (12)	\$400 add.	H, M-S, M-M, \$5 per mo.	'A.B. + 45; 2A.B. + 60 & M.A.; 3A.B. + 75 & M.A., also A.B. + 90 & M.A. = \$200 additional.
FULLERTON U.H.S.D. (13,205)	6010 (10)	6 e 300 2 e 320	10,280	6370 ¹ (10)	6730 ² (12)	7450 ^{3*} (12)		H, M-M, M-S, 4.23 per mo.	*Teachers with approved M.A. degree pd. \$150. P.T.E. max. 9 yrs.; 1B.A. + 14; 2 or *B.A. + 28; 3M.A. + 28 or B.A. + 56, also *B.A. + 42 or M.A. + 14 (7090-10,790) 12, B.A. + 70 w/M.A. (7960-11,660) 12, B.A. + 84 w/M.A. (8320-12,020) 12.
GARDEN GROVE U.S.D. (47,115)	6050 (7)	4 e 303 3 e 302 alt	8522	6355 ¹ (10)	6653 ² (8)	7260 ³ (11)		M-M, 7.00 per mo.	P.T.E. 5 yrs. 1B.A. + 15; 2B.A. + 48; 3B.A. + 60 w/M.A.
GLENDALE ¹ (33,000)	6150 (10)	240, 240, 250, 270, 270, 280, 290, 310, 310, 440	6770 ² (11)	6420 ³ (10)	7330 ⁴ (12)	7670 ⁵ (12)		H, M-M, M-S, 10.35 per mo.	1Not including junior college instructors; 2B.A. + 28; 3B.A. + 14 and B.A. + 42; 7020 (11) 10730; 4B.A. + 56 incl. M.A.; 5B.A. + 70 incl. M.A. Note: \$40 per mo. doctorate. P.T.E. 5 yrs.
GLENDORD (9300)	6000 (8)	8 e 240	8250	6420 ¹ (9)	6840 ² (10)	7260 ³ (11)	7800 ⁴ (11)	M-M, \$45	L.I., \$300 20 yr. tchr. 15 in Glendora. 1B.A. + 20; 2 or B.A. + 40; 3B.A. + 60 w/M.A.; 4B.A. + 75 w/M.A.
GRANT JOINT U.H.S.D. SACRAMENTO (13,095)	6058 (7)	276, 275, 276, 275, 275, 276, 275	6823 (9)	6444 (8)	7215 ¹ (10)	7986 ² (11)	7801 ³ (11)	H, 6.50 per mo.	1or B.A. + 45; 2or B.A. + 75 w/M.A.; 3or B.A. + 60 w/M.A.; 4B.A. + 90 w/M.A. or M.A. + 45.
GROSSMONT U.H.S.D. (18,171)	6240 ¹ (13)	300, 310, 320, 320, 310, 300, 310, 300, 320, 310, 300, 310, 310	6870 ² (13)	6847	10,105 11,440	7420 ³ (13)	9400 ⁴ (13)	H, M-S, M-M, 10.97, \$5.50 per \$100 employee contract payroll	P.T.E. credit 4 yrs. max. Max. beg. sal. 5th step. Anniversary inc. pd. after 1st 5 yrs. on step 14, \$425. Spec. or prov. cred. & B.A.; 2Gen. sec. or stand. cred. + B.A.; 3Gen. sec. or stand. cred. + M.A. 4Gen. sec. or stand cred. w/M.A. + 60.
HAYWARD (29,762)	6050 (12)	290, 291, 290, 291, 290, 290, 297, 296, 297, 296, 297, 302	6532 ¹ (12)	A.B. + 60 7066 ² (12)	10,017 12,100	6370 ¹ (12)	7067 (12)	L, \$2000; H, M-S, M-M ²	P.T.E. max. 5 yrs. 1M.A. degree \$150 above placement on schedule; 2Doctorate 300 above placement on schedule; 3\$3, \$6, \$9 or full premium accord. hrs. worked per day.
HUDSON S.D. (LA PUENTE) (20,220)	6024 (12)	12 e 290	6719 (12)	7414 (12)	10,547 10,894	7067 (12)	7414 (12)	Basic & M-M, \$6 per mo.	1B.A. + 15.
									7762 (12) 11,242

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.I. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Major Medical; M-M = Major Medical-Surgical; D = steps. S = steps. D = disability.

SCHOOL DISTRICT	Average daily membership	DOCTOR'S YEARLY INCREMENT No. of steps maximum	BACHELOR'S DEGREE PLUS 30 HOURS maximum	MASTER'S DEGREE PLUS 30 HOURS maximum	MASTER'S DEGREE 30 HOURS maximum	DOCTOR'S DEGREE plus 30 hours maximum	DOCTOR'S DEGREE plus 30 hours maximum	INSURANCE Amount paid by employer	REMARKS
HUNTINGTON BEACH U.H.S.D. (9820)	6010 (6)	6 e 429	6970 (6) 10,302	6440 ¹ (7) 9443	730 ² (9) 11,161	7730 ³ (10) 12,020	7730 ³ (10) 12,020	M.M. \$10.07 per mo. H, M.S. 100% a.u.	Note: P.T.E. e 5 or more yrs. enter at 8155 s 6 B.A. scale. A.I. one vert. incr. e 16, 21, 26, 31. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60 w/M.A.
INGLEWOOD U.S.D. (13,907)	6240 (10)	285, 308, 306, 305, 308, 306, 306, 308, 305, 306	684 (11) 9981	6486 ¹ (11) 10,645	8955 ² (8) 12,480	7237 ³ (11) 11,499	7237 ³ (11) 11,499	H, M.S., M.M. \$40 x 1/12 A.I. 3%, at 15 yrs. 10.00 x 1/10	
JEFFERSON ELEM. (9676)	6100 (5)	5 e 360	7020 ¹ (11) 11,080	6560 ¹ (7) 9180	7400 ² (11) 11,540	7400 ³ (11) 12,000	H, \$10.00	*L.I., \$360 every 4 yrs. ¹ B.A. + 15; ² B.A. + 45; ³ M.A. + 15 or B.A. + 60 w/M.A.	
JEFFERSON UNION H.S. (DALY CITY)	6540 (11)	11 e 392	7300 (11) 11,612	A.B. + 15 (11) 6920 (11)	7600 ¹ (11) 11,992	8440 (11) 12,752	L, \$4000, D.L. 100% H, M.S., M.M. 100%	Note: 100 added for tenure status all schedules incl. L.I. e 17, 21, 25, 29, 33, 37, 41. ¹ or B.A. + 45; ² M.A. + 15 or B.A. + 60.	
KERN CO. JOINT U.H.S.D. (19,613)	6250 (13)	9 e 296 4 e 241	6750 (13) 10,141	7187 ² (13) 11,035	7187 (13) 11,035	7187 (13) 11,035	M.S. 101 per yr.	Credit for P.T.E. to 6 step (5 yrs. ex.). Note: An incr. of 600 for earned doctorate. 11-14 yr. to be excluded in 1970; ² B.A. + 45; B.A. + 60 w/M.A. 7875-11,723 (13), B.A. + 90 w/M.A. 8652-12,500 (13).	
(PACIFICA) LAGUNA-SALADA (8000)	6130 (6)	6 e 365	6950 (9) 10,325	6540 ¹ (8) 9500	8120 ² (6) 11,160	9310 ³ (7) 12,005	H, 10.50 [*] 10,900 [*] (5) 12,415 12,825	*Coverage selected by employee. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; ⁴ B.A. + 75; ⁵ B.A. + 90; *A masters degree is required to move to this schedule.	
LA MESA-SPRING VALLEY S.D. (14,247)	6100 (7)	7 e 183	6710 (11) 9333	6405 ¹ (8) 8113	7015 ² (12) 10,248	9699 ³ (6) 11,773	\$645 [*] (7) 10,300	P.T.E., 4 yrs. (step 5). ¹ B.A. + 15; ² also B.A. + 45; ³ B.A. + 75 w/M.A.; ⁴ M.A. + 15 or B.A. + 60. Note: All schedules incl. post maximum incr. of 100 after ea. 4 yr. period.	
LANCASTER (7113)	6200 (10)	10 e 235		6525 ¹ (10) 9025	7525 (10) 9500	7175 ² (10) 11,490	H, M.S., M.M. \$35 per yr. P.T.E. full credit max. 3 yrs. ¹ B.A. + 15; ² M.A. + 15.		
LAPUENTE (10,263)	6100 (5)	5 e 325	7110 (11) 10,605	6605 ¹ (8) 9205	7615 (11) 11,190	8120 ² (11) 12,200	M.M. \$30 per yr.		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
 INSURANCE: H = Hospitalization; M.S. = Medical-Surgical; M.M. = Major Medical; L = Life; S = steps. A.I. = anniversary increment.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	BACHELOR'S PLUS 30 HOURS	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	MASTER'S DEGREE	OTHER BACHELOR'S DEGREE	BACHELOR'S DEGREE	MASTER'S DEGREE	DOCTOR'S DEGREE	INSURANCE	REMARKS
Average daily membership	No. of steps to reach bachelor's maximum										
LAWNDALE (6950)	\$0.10 (9)	9 e 250	6760 (9)	6385 ¹ 8815	7135 ² 9225	7510 ³ (9)	7035 ⁴ 11,035	M-M, 100% a.u.			Note: Long e 15, 20, 25 single incr. 1B.A. + 15; 2 or B.A. + 45; 3B.A. + 60 w/M.A.; 4B.A. + 75 w/M.A. P.T.E. credit 5 yrs., also 1 yr. credit for U.S.C. T.A. program.
LODI (11,407)	\$2.50 (11)	11 e 350	6650 ¹ (11)	6300 ² (11)	7350 ⁴ 10,550	7000 ⁵ (11)	7700 ⁶ (11)	H, M-S, M-M, \$3 per mo.	L.I. \$350, 16 yrs., add 350 for M.A. P.T.E. full credit max. 6 yrs. 1A.B. + 36; 2A.B. + 24; 3A.B. + 48; 4A.B. + 60; 5A.B. + 72.		
LOMPOC (13,731)	\$4.50 (11)	11 e 308	6776 (11)	6446 ¹ 9834	7035 ² 10,824	7436 ³ (11)	7765 ⁴ 11,154	None	Note: P.T.E. credit 5 yrs. 1B.A. + 15; 2B.A. + 45; 3B.A. + 60; 4B.A. + 75.		
LYNNWOOD (6840)	\$1.00 (12)	12 e 265	6760 (12)	6400 ¹ 9580	7390 (12)	7000 ³ 11,130	8165 (12)	H, M-S, M-M, \$10 per mo.	P.T.E. full credit max. 3 yrs. 1B.A. + 18.		
MADERA (7775)	\$3.00 (7)	7 e 293		6200 ¹ (8)	6500 ² 8544	7100 ³ (10)	6800 ⁴ (11)	None	P.T.E. max. step 6. 1B.A. + 15; 2 or B.A. + 30; 3M.A. + 24; 4M.A. + 12.		
MAGNOLIA S.D. (ANAHEIM) (6412)	\$1.00 (11)	234, 244, 256, 265, 279, 287, 300, 311, 322, 300, 300	6860 ¹ (15)	6480 ¹ (13)	7620 ² 10,203	7620 ³ (17)	6800 ⁴ 12,641	M-S, 2,000 per mo.	B.A. + 45 (7240-11,935) 16. 1B.A. + 15; 2B.A. + 60 w/M.A.		
MERCED (6360)	\$0.00 (9)	9 e 200	6450 9700	6225 ¹ (11)	6875 10,800	7000 ² (12)	7000 ³ 11,400	None	P.G.R., 6 s. hrs. ev. 4 yrs. P.T.E. full credit 1st 5 yrs., 1 yrs credit every 5 yrs. (max. 8 yrs.). 1B.A. + 15; 2M.A. + 15.		
MODESTO (20,692)	\$0.00 (7)	7 e 255	6550 ¹ 9700	6250 ² 8400	6800 ³ 10,575	7515 ⁴ (12)	6800 ⁵ 11,505	None	*Long. incr. e 14. 1A.B. + 24-36; 2A.B. + 12-18; 3A.B. + 36-54; 4A.B. + 48-72; 5A.B. + 60-90; 6A.B. + 72-108; adv. degrees: M.A. \$150, Doctor's \$420, P.T.E. credit 7 yrs. or 8 th s.		
MONROVIA (7163)	\$0.00 (7)	7 e 360	6720 ¹ 10,320	6350 ² 9240	7000 ³ 11,140	7440 ⁴ (12)	7800 ⁵ 11,760	M-M, 6,000 per mo.	'B.A. + 36; 2B.A. + 18; 3B.A. + 54 w/M.A.; 4B.A. + 72 w/M.A.; \$B.A. + 90 w/M.A.		
MONTEBELLO (25,229)	\$2.50 (9)	starts 342 alternates with 340	7033 10,034	6641 ¹ (10)	7324 ² 10,051	7324 ³ (12)	7324 ⁴ 11,617	H, M-S, M-M, \$3,12 per mo.	'B.A. + 15; 2 or B.A. + 45; 3M.A. + 184 units. P.T.E. credit 3 yrs.		

SCHOOL DISTRICT	BACHELOR'S YEARLY INCOMES	MASTER'S DEGREE PLUS 30 HOURS	MASTER'S DEGREE PLUS 30 HOURS	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
Average daily membership	No. of steps maximum	To reach bachelor's maximum	30 hours	Master's plus 30 hours	Master's plus 30 hours	
CALIFORNIA						
MONTEREY (19,040)	5775 (8) 7910	230, 245, 265, 270, 280, 295, 305 9405	6065 ² (9) 8630	6005 ³ (10) 10,290	8785 ⁴ (7) 11,555	7455 ⁵ (9) 10,670
MT. DIABLO (46,382)	6100 (11) 9400	11 e 300	6700 ¹ (12) 10,300	7300 (12) 11,200	7900 ² (12) 12,200	11,500 (3) 12,550
NAPA VALLEY U.S.D. (14,436)	6009 (10) 9000	10 e 300	6320 ¹ (11) 9785	6780 ² (12) 10,720	7315 ³ (13) 11,800	Also: B.A. + 75 or M.A. + 20 or B.A. + 65 w/M.A. e (8120-11,110) 8. 1 or voc. class A + 30; 2B.A. + 15 or V.C.A. + 15; 3or B.A. + 45 or V.C.A. + 45; 4or A.B. + 90 w/M.A.; 5B.A. + 60 or M.A. + 10 or B.A. + 55 w/M.A.
NEWPORT-MESA UNIFIED (25,308)	6050 (9) 8836	260, 271, 283, 295, 308, 321, 335, 349, 364	6700 ¹ (10) 10,406	6375 ² (9) 9393	7025 ³ (10) 11,015	7350 ⁴ (11) 12,181
N. SACRAMENTO (5264)	5616 (7) 7351	225, 234, 243, 253, 263, 273, 284	8075 (9) 8647	5841 ¹ (8) 7994	6318 ² (10) 9353	6571 ³ (11) 10,116
OCEANSIDE- CARLSBAD U.H.S.D. (2850) est.	6200 (11) 10,292	11 e 372	8944 (11) 11,036	6572 ¹ (11) 10,664	7316 ² (11) 11,408	7688 ³ (11) 11,780
ONTARIO- MONTCLAIR (17,018)	6000 (11) 8655	215, 225, 230, 240, 250, 260, 265, 275, 290, 295, 310	6630 (11) 9780	6305 ¹ (11) 9305	6955 ² (11) 10,280	7320 ³ (11) 10,800
ORANGE UNIFIED (24,000)	8000 (6) 8400	8 e 300	6800 ¹ (10) 9800	6450 ² (9) 9150	7390 ³ (11) 10,650	8100 ⁴ (11) 11,400
OXHARD ELEM. (8625)	6010 (11) 9012	225, 234, 243, 252, 261, 271, 281, 292, 303, 314, 326	6720 (11) 10,185	6365 ¹ (11) 9594	7075 ² (11) 10,779	9150 ⁵ (11) 12,150
OXHARD H.S. (11,450)	6064 (7) 9078	7 e 424	6630 (11) 11,437	7120 ¹ (11) 11,932	7120 (11) 11,932	7430 ³ (11) 11,377
						L.I.: \$300 after 15 yrs. + \$300 after 18 yrs. + \$300 after 21 years service in district. All categories. 1B.A. + 45; 2B.A. + 66 incl. M.A.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
 INSURANCE: H = Hospitalization; MS = Medical-Surgical; MM = Major Medical; L = Life; S = steps. inc. prot. = income protection; SU. = semester units.

SCHOOL DISTRICT Average daily membership	BACHELOR'S YEARLY INCREMENT No. of steps maximum	BACHELOR'S PLUS 30 HOURS maximum	OTHER BACHELOR'S DEGREE 30 HOURS maximum	MASTER'S DEGREE 30 HOURS maximum	MASTER'S PLUS 30 HOURS maximum	MASTER'S DEGREE 30 HOURS maximum	DOCTOR'S DEGREE 30 HOURS maximum	INSURANCE Amount paid by employer	REMARKS
PALO ALTO (15,621)	6050 (8) 8775	5 e 340, 345, 2 e 340	6700 (9) 10,335	6365 ¹ (8) 9285	7000 ² (9) 10,945	7360 ³ (10) 12,180	7715 ⁴ (10) 12,540	8090 ⁵ (10) 12,910	H, M-S, M-M, 8.50 per mo.
PALO VERDES PENINSULA UNIFIED (14,901)	6025 (7) 8659	314, 347, 363, 379, 394, 411, 426	6447 ¹ (8) 9532	6881 ² (10) 10,896	7314 ³ (11) 11,814	7744 ⁴ (11) 12,242	M-M, 5.76 per mo.	For all: Add \$200 tenure; \$200 Dr. 1B.A. + 15; 2B.A. + 45; 3B.A. + 60; 4B.A. + 75; 5B.A. + 90; P.T.E. 8 yrs.	
PASADENA UNIFIED (31,408)	6100 (9) 8865	9 e 305	6710 ¹ (10) 10,370	6405 ² (9) 9150	7015 ³ (10) 10,980	7320 ⁴ (10) 11,590	7625 ⁵ (10) 12,200	8009 (10) 12,812	For all: \$300 merit increase @ 15, 20 yrs. subject board approval. 1B.A. + 18; 2B.A. + 36 or clear sec. cred.; 3B.A. + 45 incl. M.A.; 4B.A. + 60 incl. M.A.; B.A. + 75 incl. M.A.; 8172 (11) 12,667. P.T.E. 5 yrs.
PITTSBURG UNIFIED (6248)	6200 (7) 8370	7 e 310	6634	6417 ¹ (8) 9145	6866 ² (11) 11,284	7203 ³ (11) 11,842	7604 ⁴ (11) 12,400	M-M, \$80 per yr.	P.T.E. max. 4 yrs. Doctors degree 5% incr. above B.A. + 90 w/M.A. L.I. @ 15 yr. calc. @ 11th yr. 1B.A. + 36 or M.A.; 2B.A. + 18, 3B.A. + 54 w/M.A.; 4B.A. + 72 w/M.A.; 5B.A. + 90 w/M.A.
REDONDO BEACH (9500)	6200 (11) 8860	11 e 260	6432 ¹ (11) 9347	6864 ² (12) 10,104	7296 ³ (12) 10,871	7728 ⁴ (13) 11,368	M-M, all coverage 7.20 per mo.	L.I. \$337 @ 26th yr. Add. \$200 M.A. degree. 1B.A. + 15; 2B.A. + 45; 3B.A. + 60; 4B.A. + 75.	
REDWOOD CITY ELEM. (7720)	6070 (5) 7720	5 e 330	6770 (10) 10,470	6420 ¹ (7) 8870	7120 ² (11) 11,410	7470 ³ (11) 11,980	H, M-S, 100%	P.T.E. 5 yrs. 1B.A. + 18; 2B.A. + 36; 3B.A. + 54 w/M.A.; 4B.A. + 72 w/M.A.	
RICHMOND UNIFIED (48,283)	5664 (12) 8916	276, 264, 276, 2 e 264, 276, 264, 276, 264, 288, 276, 264	5976 ¹ (12) 9336	6312 ² (12) 9804	6696 (12) 10,308	7104 ³ (12) 10,836	M-M, 100%	For all: M.A. + \$400 Dr. + \$400. L.I. \$300 after 15 yrs, \$300 after 20 yrs. 1A.B. + 15; 2B.A. + 45; 3B.A. + 60.	
RIO-LINDA UNION (9672)	5850 (6) 7841	293, 307, 323, 339, 356, 375	6330 ¹ (9) 9557	6575 ² (9) 9802	6825 ³ (9) 10,052	7080 ⁴ (9) 10,307	H, M-S, 102.96 per yr, 100%	P.T.E. max. 5 yrs. (6090-8885) 8. 1B.A. + 24; 2B.A. + 36; 3B.A. + 48; 4B.A. + 60.	
RIVERSIDE UNIFIED (26,763)	5933 (12) 7594	237, 238, 237, 237, 238, 237, 238, 238, 237, 237, 238, 237	6909 (10) 9161	6271 ¹ (9) 8460	6948 ² (11) 9950	7624 ³ (13) 11,866	7286 ⁴ (12) 10,846	H, M-S, M-M, 8.99 per mo. Notes: \$300 add. Doctorate. *No vertical min'm't beyond s 8, 10, 11, 12, 13 respectively. Interns paid state minimum of \$5000. 1B.A. + 15; 2B.A. + 45; 3B.A. + 60 w/M.A.; 4B.A. + 60 w/M.A.	
ROWLAND (11,900)	6150 (8) 8415	255, 265, 275, 290, 300, 310, 325	6715 (11) 10,340	6425 ¹ (11) 9890	7015 ² (11) 10,300	7330 ³ (11) 11,280	H, M-S, \$79 per yr. P.T.E. credit 5 yrs. Spec. incr. after 3 yrs. of 5 yrs. S(12) = to 4% of prev. s(meit). 1B.A. + 15; 2B.A. + 45; 3B.A. + 60 w/M.A.		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;

INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	BACHELOR'S OTHER PLUS LANES	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER MASTERS LANES	DOCTOR'S DEGREE	INSURANCE	REMARKS	
Average daily membership	No. of steps To reach Bachelor's maximum						Amount paid by employer		
SACRAMENTO (52,631)	5809 (4) 7012	280, 293, 308, 322 8872	6382 ¹ (7) 7704	6089 ² (5) 11,227	6650 ³ (11) 12,930	7012 ⁴ (13)	H, M-S, M-M, 7.96 L, 1.58, dental 1.45	P.T.E. full credit max. 4 yrs. B.A. + B.A. + 12, 5 yrs. S.A. + 24, 7 yrs. M.A. + 24 + M.A. Note: \$600 added for earned doctorate. ¹ B.A. + 24; ² B.A. + 12; ³ or B.A. + 42; ⁴ M.A. + 24 or B.A. + 66 w/M.A.	
SALINAS (1688)	5936 (9) 8989	2 e 339, 1 e 340 4 e 339, 1 e 340 1 e 339	6614 (10) 10,006	6275 ¹ (9) 9328	7293 ² (11) 11,024	7971 ³ (12) 12,042	7632 ⁴ (11) 11,363	8310 ⁵ (12) 12,381	M-M, single \$13.00 Note: prov. cred. \$100 less: add sched. B.A. + 45 (6954-10,346) 10. P.T.E. credit to 5 yrs. *300 add. for doctorate. Annual incl. ¹ 6 S.U. every 4 yrs. ² 4 S.U. every 6 yrs. ³ B.A. + 15; ² or B.A. + 60; ³ or B.A. + 45; ⁴ M.A. + 15 or B.A. + 75; ⁵ M.A. + 45.
SAN BERNARDINO CITY UNIFIED (37,753)	6100 (9) 9232	9 e 345	7064 ¹ (10) 10,544	6582 ² (9) 9714	8928 ³ (12) 12,204	7546 ⁴ (11) 11,374	H, M-S, M-M, 8.20 per mo.	P.T.E. max. 5 yrs. within last 10. A.I. after 13th yr. ¹ or M.A.; ² B.A. + 15; ³ or B.A. + 60 w/M.A. or B.A. + 70; ⁴ M.A. + 15 or B.A. + 45.	
SAN JOSE U.S.D. (9751)	5950 (7) 8540	7 e 370	6690 (7) 9280	6320 ¹ (7) 8910	7060 ² (7) 9650	7430 ³ (7) 10,020	H, M-S, M-M, 8.50 per mo.	P.T.E. max. 5 yrs. M.A. degree base salary + 1 horizontal incr. *Tenured teachers begin or s 5 of each sched. with equal # of steps & incl. ¹ B.A. + 15; ² B.A. + 5; ³ B.A. + 60.	
SAN JUAN UNIFIED (52,492)	5800 (8) 8394	274, 287, 302, 315, 330, 346, 362, 379		6074 ¹ (9) 9208	6361 (10) 10,103		H, M-S, M-M, 1 B.A. + 15. P.T.E. full credit max. 6 yrs. dental 3.01, H, M-S, M-M, 12.25 full coverage		
SAN LEANDRO (10,535)	6000 (9) 8430	9 e 270	6600 (12) 10,290	6330 ¹ (11) 9330	6990 ² (12) 11,310	7320 ³ (12) 12,000	H, M-S, M-M, 9.93-10.39 per mo.	¹ or equiv.; ² also M.A. degree; ³ or B.A. + 60. Add: \$120 for M.A. or doctorate, max. of M.A. + 30 for 1 yr. + 15 S.U. or 20th yr. at max.; ³ B.A. + 60; ⁴ B.A. + 75.	
SAN LORENZO UNIFIED (11,310)	6050 ¹ (9) 8490	9 e 270	6600 ² (10) 9930	6330 ¹ (11) 9330	6990 ³ (12) 11,310	6990 ³ (12) 12,195	H, 9.00 per mo. L, 18 per \$1000 per mo. accidental death av. 6.50 per yr.	Note: limited to 1 such incr.	
SAN MATEO (12,761)	6050 (11) 9390	303, 302, 303, 302, 303, 302, 303, 302, 303, 308, 309	6534 (11) 10,745	6292 ¹ (11) 10,067			H, M-M, M-S, 100% a.u.	300 for M.A., 600 for doctorate. ¹ B.A. + 15, P.T.E. max. 5 yrs. \$10	
SAN MATEO U.H.S.D. (10,917)	6900 ⁴ (4) 8300	4 e 425	7450 ⁵ (9) 11,275	7025 ^{*1} (6) 9575	7875 ² (11) 12,550	8300 ³ (11) 12,975	H, M-M, M-S, 100% a.u.	Note: M.A. Doctorate \$400. P.T.E. cred. max. 11 yrs. *L.I. @ 12th yr. 320, 825, 425 respectively. ¹ B.A. + 15, ² B.A. + 45;	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM No. of steps	INCREMENT To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S DEGREE LANES	MASTER'S DEGREE 30 HOURS	MASTER'S PLUS 30 HOURS	MASTER'S DEGREE 30 HOURS	DOCTOR'S DEGREE 30 HOURS	INSURANCE Amount paid by employer	REMARKS
SANTA ANA UNIFIED (25,000)	6100 (4)	4 e 275	6675 (4)	6375 ¹ (4)	6975 ² (4)	7375 ³ (4)	7375 ³ (4)	P.T.E. 4 yrs. 1B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A.	M-M, \$5 per mo.	
SANTA BARBARA (16,255)	6050 (9)	302, 303, 302, 303, 302, 303, 363, 363, 363	6776 (11)	6413 ² (9)	7502 ² (12)	7139 ³ (11)	7139 ³ (11)	1B.A. + 15; 2M.A. + 24; 3M.A. + 15.	H, M-S, M-M, \$10.33 per mo.	2% L.I. at year 20 and 25.
SANTA CLARA UNIFIED (23,699)	6000 (6)	342, 343, 350, 458, 348, 343	7155 (8)	6565 ¹ (7)	7155 ² (9)	7155 ³ (11)	7155 ³ (11)	Add. \$500 for masters & doctorate. P.T.E. full credit 1st 3 yrs, 1/2 credit max. 5 steps, 7 + yrs. s 6. ¹ A.B. + 15; ² A.B. + 45; ³ A.B. + 60.	H, M-S, M-M, 9.93-14.85 per mo.	
SANTA MARIA JOINT U.H.S.D. (6500) est.	6300 (7)	7 e 320	7140 (10)	6720 ¹ (9)	7560 ² (11)	7980 ³ (12)	7980 ³ (12)	P.T.E. max. 5 yrs. 1B.A. + 28; ² B.A. + 14; ³ or B.A. + 42; ⁴ M.A. + 28;	None	*Partial S.U. area specified. Note: 300 for doctorate. 1B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A. or M.A. + 15 (in educ.).
SANTA MONICA (24,840)	6130 (9)	9 e 312	6962 ¹ (11)	6546 ² (10)	7378 ³ (12)	8210 ⁴ (13)	9497 (13)	P.T.E. max. 5 yrs. 1A.B. + 40; ² A.B. + 20; ³ A.B. + 70 w/M.A. 5M.A. + 56.	H, M-S, M-M, 12.34 L. .34	L.I. 19, 24 yrs. (8 units within 5 yrs.) P.T.E. full credit max. 5 yrs.
SANTA ROSA (3474)	6270 (6)	6 e 315	7005 ¹ (10)	6620 ² (9)	7360 ³ (12)	8055 ³ (13)	9497 (13)	P.T.E. credit 7 yrs. *To be disc. after 67-68 sch. yr. B.A. + 42, B.A. + 54 & B.A. + 66. 1B.A. + 45, A.B. + 75 (8550-13,360) 11.	M-M, 23.60 per mo.	
SEQUOIA U.H.S.D. (12,891)	5925 (11)	11 e 400	6975 (11)	7395 [*] (11)	7500 ¹ (11)	7815 [*] (11)	8025 (11)	P.T.E. credit 7 yrs. *To be disc. after 67-68 sch. yr. B.A. + 42, B.A. + 54 & B.A. + 66. 1B.A. + 45, A.B. + 75 (8550-13,360) 11.	M-M, 23.60 per mo.	
SMI VALLEY U.S.D. (16,110)	6100 (7)	7 e 275	6741 (9)	6405 ¹ (8)	7107 ² (11)	7504 ³ (13)	8235 (11)	P.T.E. credit 4 yrs. 1B.A. + 15; ² or B.A. + 45; ³ B.A. + 60 w/M.A.	H, M-S, M-M, 11.12 L., .80, dental 4.75	
SOUTH BAY UNION HIGH (HERMOSA BEACH) (6555)	6145 (12)	12 e 377	6631 (12)	7117 (12)	8089 ¹ (12)	8089 ¹ (12)	7603 (12)	Notes: Earned doctorate @ \$400 add. per yr. voc cred. equiv. to B.A. life voc. cred. equiv. to M.A. ¹ M.A. + 48; ² M.A. + 24.	L. \$5000, M-M, 15 per mo.; P.T.E. credit max. s 4. Note: incle. qual. 6 S.U. ea. 3 yrs. & 6 S.U. ea. 5 yrs. w/M.A. Long. @ 175, 275, 375 @ 4, 9, 14 beyond max. (respectively)	
SOUTH SAN FRANCISCO UNIFIED (11,800) est.	6200 (7)	7 e 355	7120 (9)	6660 ¹ (9)	7980 ² (10)	8900 ³ (11)	8440 ⁴ (11)		¹ B.A. + 15; ² or B.A. + 45 w/M.A.; ³ or B.A. + 75 w/M.A. ⁴ M.A. + 15 or B.A. + 60 w/M.A. add. sched. B.A. + 45 (7580-11,130) 10, B.A. + 60 (8040-11,945) 11, B.A. + 75 (8500-12,405) 11.	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM No. of steps maximum	BACHELOR'S INCREMENT PLUS To reach bachelor's maximum	BACHELOR'S OTHER BACHELOR'S DEGREE 30 HOURS LANES	MASTER'S MASTER'S PLUS 30 HOURS LANES	MASTER'S MASTER'S DEGREE 30 HOURS LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
CALIFORNIA								
STOCKTON UN. S.D. (31,940)	6075 (11) 8748	11 e 243	6683 (11) 10,024	63481 (11) 9356	7017 ² (11) 10,692	7412 ³ (11) 11,421	7806 ⁴ (11) 12,150	H, M-S, M-M, 121.20 Note: 12,350-12,550 = Highest salary with M.A. doctorate. ¹ B.A. + 15; ² B.A. + 45; ³ B.A. + 60; ⁴ B.A. + 75 w/M.A.
SUNNYVALE S.D. (10,301)	6000 (8) 8760	8 e 345	6960 (10) 10,410	6480* ¹ (9) 9385	7440* ² (11) 11,235	7920 ³ (11) 11,715	8700 ⁴ (11) 12,495	H, M-S, M-M, 50% of prem. ^{*300 for M.A. ¹B.A. + 15; ²B.A. + 45; ³B.A. + 60; ⁴B.A. + 75 w/M.A.}
TORRANCE (35,850)	6200 (9) 8693	8 e 277	6890 ¹ (11) 10,218	6545 ² (10) 9465	7304 ³ (12) 11,216	7718 ⁴ (13) 12,203		H, M-M, M-S, \$100 per yr. ¹ or M.A.; ² B.A. + 15; ³ M.A. + 18 or B.A. + 51; ⁴ M.A. + 36 or B.A. + 72 w/M.A.
VENTURA (16,653)	6100 (8) 8684	8 e 323	6909 (10) 10,139	6503 ¹ (9) 9410	same as B.A. + 30 (12) 11,806	7730 ² (11) 10,871	7318 ³ (11) 12,344	H, M-S, M-M, 10.56 per mo. P.T.E. max. 3 yrs. s 4. B.A. + 45 (7661-11,441) 12. ¹ B.A. + 15; ² B.A. + 45 w/M.A.; ³ B.A. + 60 w/M.A.; ⁴ B.A. + 75 w/M.A.
VISTA UNIFIED (7848)	6514 (10) 9664	5 e 315 5 e 316 alt.	7232 (12) 11,912	6854 ¹ (11) 10,319	8089 (11) 11,869	7177 (11) 11,523	8145 ⁴ (11) 12,344	H, M-S, M-M, 60 per yr. P.T.E. full credit max. 5 yrs.
W. COVINA (13,850)	6050 (11) 9688	194, 238, 347, 348, 3 e 347, 348, 346, 2 e 348	6482 (11) 10,957	6244 (11) 9955	6829 (11) 11,523	7177 (11) 12,012	H, M-S, M-M, 73- ³ per yr.	^{*L.I. e 14 & 19 only in these classifications. P.T.E. max 4 yr.}
WHITTIER CITY (6068)	6000 (10) 8670	225, 233, 243, 251, 261, 270, 281, 291, 302, 313	6552 (12) 10,191	6270 ¹ (10) 9060	6847* ² (12) 10,650	7155* ³ (12) 11,129	H, M-S, M-M, 73- ³ per yr.	¹ B.A. + 15; ² or B.A. + 45; ³ or B.A. + 60 w/M.A.
WHITTIER U.H.S.D. (13,469)	6200 (8) 8660	8 e 300	6650 ¹ (9) 9350	6450 ² (6) 8850	7000 ³ (10) 10,000	7550 ⁴ (14) 11,750	8100 ⁵ (14) 12,300	H, 6.61 per mo. M-M, 1.42 per mo. Note: L.I., \$300 e 20 + 25 s M.A. Janes. ¹ Stand. cred. or gen. sec. ² B.A. + 15+ stand. or spec. cred. ³ B.A. + 36 + S.C. or G.S.; ⁴ M.A. + S.C. or G.S.; ⁵ S.C. or G.S., M.A. + 24 or B.A. + 60 w/M.A.
DENVER (50)								P.T.E. 2.5% per yr. max. 5.
ADAMS- ARAPAHOE S.D. 28J (17,148)	5400 (10) 8424	2 e 216, 8 e 324		5643 (11) 8991			5666 (12) 9558	L, 50%
COLORADO								

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Major Medical; M-M = Medical-Surgical; L = Life; S = steps. 50 = listing of 50 largest cities.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS MINIMUM No. of steps maximum	BACHELOR'S OTHER MASTER'S DEGREE PLUS HOURS To reach bachelor's maximum	BACHELOR'S LINES	MASTER'S DEGREE PLUS HOURS 30 HOURS LINES	MASTER'S LINES	MASTER'S LINES	DOCTOR'S DEGREE 30 HOURS LINES	INSURANCE Amount paid by employer	REMARKS
COLORADO									
ADAMS CO. DIST. 1 (6250)	5500 (12) 8975	2 e 100, 350, 3 e 300, 3 e 325, 3 e 350	5800 (12) 9275	5700 (12) 10,025	8150 (6) 10,375				Choice of 3 plans. \$6.80 per mo. on one.
ADAMS CO. DIST. 14 (8450)	5400 (8) 7400	150, 150, 350, 250, 250, 250, 300, 300 8200	5500 ¹ (5) 7800	5900 (11) 8800	6100 (13) 9600	6000 ² (12) 9200			¹ B.A. + 15; B.A. + 45: 5700 (11) 8600; ² M.A. + 15; M.A. + 45: 6200 (14) 10,000.
ARAPAHOE CO. DIST. 6 (14,003)	5200 (16) 9380	234, 234, 322, 312, 312, 312, 260, 250, 312, 340, 260, 322, 260, 260	5408 ² (16) 9558	5720 (16) 10,804	5720 (16) 11,232	5720 ³ (16) 10,712	5720 (16) 11,856	H, M-S, M-M, 100%; L, 50%; Income protection 100%;	
BOULDER VALLEY S.D. RE #2 (15,800)	5400 (7) 7992	2 e 324, 2 e 540 1 e 432, 2 e 216	5724 ¹ (11) 9100	5508 ² (8) 8316	5836 (12) 9666	5940 ⁴ (15) 10,638	6264 (15) 9900	None	P.T.E. 5 yrs. ¹ B.A. + 36; ² B.A. + 12; ³ M.A. + 36; ⁴ M.A. + 12. Also: B.A. + 24 (5616-8802) 10, M.A. + 24 (6048-10,314) 14.
DURANGO DIST. 9-R (3600)	5040 (13) 7762	202, 252, 201, 4 e 252, 202, 201, 202, 151, 151, 152	5554 (11) 7812	5292 ¹ (12) 7812	5342 (15) 8870	5644 ² (13) 8870	5946 (13) 8970	H, Ind. cov. 6.64, M-S, fam. cov. 12.30, L, 50%;	For all: L.I., \$100 per year starting with 21st; max. 5 yrs. \$500. ¹ B.A. + 15; B.A. + 45: 5845 (10) 7912; ² M.A. + 15; M.A. + 45: 6299 (12) 9020; M.A. + 60: 6651 (11) 9070.
EL PASO CO. S.D. #11 (28,129)	5500 (6) 7610	8 e 260	5746 ¹ (10) 8346	5962 (13) 9342	6394 ² (15) 10,294	6178 ³ (14) 9618	6826 (17) 11,246	P.T.E. max 6 yrs. (\$780) 1/2 step per yr. ¹ B.A. + 16; ² M.A. + 32; ³ M.A. + 16. Note: M.A. + 48 (6610-10,770) 16.	
ENGLEWOOD	5400 (10) 7830	10 e 243	5643 ¹ (11) 8316	5940 (12) 9100	7020 (10) 9720	7290 ² (11) 10,290	7560 (12) 10,800	None	¹ B.A. + 24; ² M.A. + 60.
GREELEY (9049)	5400 (10) 7776	2 e 162, 2 e 216, 6 e 270	5616 (13) 9396	6804 (10) 9956	6912 ¹ (10) 10,058	7236 (10) 10,476	L, 43%	P.T.E. max 6 yrs. *Schedule in effect as of Jan. 1968. ¹ M.A. + 45.	
JEFFERSON COUNTY (54,202)	5500 (6) 6820	2 e 110, 4 e 275	5665 ¹ (7) 7260	5995 ² (7) 7755	6160 (7) 8140	6160 (7) 8225	M-M, 1.09 per mo. L, .03 per mo.	P.T.E. full credit max. 5 yrs. L.I. one incr. 20th yr. (15 in district) \$500 for earned doctorate. ¹ B.A. + 20; ² or B.A. + 40; ³ B.A. + 60 w/M.A.; 4B.A. + 75 w/M.A.	
MESA CO. VALLEY S.D. 51 (12,252)	5000 (12) 7400	12 e 200	5400 (15) 8400					L, 2.00 for 1st \$200	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM No. of stops maximum	INCREDIMENTS To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S DEGREE	MASTER'S PLUS 30 HOURS	MASTER'S DEGREE	OTHER MASTER'S 30 HOURS	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
POUDRE S.D. R-1 (10,231)	5400 (12) 7900	2 e 175, 1 e 375, 1 e 175, 1 e 275 3 e 175, 4 e 200	5700 (13) 6500	6000 ¹ (15) 9400	5800 ² (14) 8800	7025 (13) 10,000	L. 50%	*Upon tenure (3 yrs.) \$200 added (after 5 yrs. 100 is added) to normal incr.). 1M.A. + 45; 2M.A. + 21.		
PUEBLO DIST. #60 (25,986)	5400 (13) 8993	216, 225, 234, 243, 253, 263, 273, 284, 296, 307, 320, 333, 346	5900 (14) 9653				L. 100%, H. 10 per empl.	Note: 12 semester hrs. prerequisite to advance from s 4 (both scales); an add. 12 before adv. from 7 (B.A.) 8 (M.A.).		
ST. VRAIN VALLEY #RE-13 (8185)	5300 (11) 7897	2 e 265, 530, 265, 3 e 212, 4 e 159 8263	5512 (12) 8798	5724 (14) 9328	5936 (16) 9328	6572 (19) 10,441				
BRIDGEPORT (23,000)	5650 (12) 8625	6 e 200, 5 e 250, 325	6250 (14) 10,000	6550 ¹ (14) 10,450			1M.A. + 1 yr.			
CHESTERFIELD (4300)	5000 (12) 9150	150, 400, 4 e 250, 5 e 260, 200	6600 (12) 10,000	7100 (12) 10,500			H. 5.35 per mo., Ms. 1.20 per mo., MM. 1.68 per mo.			
DANBURY (8810)	6000 (12) 9490	2 e 240, 10 e 300	6400 (14) 10,560	6960 (14) 11,040	7440 (14) 11,520		H. 67.20 yr. Ms. 14.40 MM. 26.80	L.I., 2 e 300 ea. s 20 & 25.		
ENFIELD (10,241)	5900 (11) 9010	11 e 310	6100 (11) 9620	6700 (11) 10,720			H. 9.62, Ms. 4.27, MM. (comb.) \$1 per mo.	*Spec. ed. tchr. receive \$500 differential. P.T.E. max. 9 yrs.		
GREENWICH (10,325)	6200 (11) 10,100	250, 2 e 620, 7 e 310, 240	6760 (13) 11,410	8930 ¹ (11) 12,340		9548 (12) 13,268	H. & Ms. 3.26 per mo. MM. .53 per mo., L., .50 per mo.	L.I., e \$100 20 + 25 yrs. 1M.A. + 60.		
GROTON (9137)	5750 (12) 9230	2 e 250, 1 e 350, 3 e 280, 4 e 290, 2 e 315	6050 (12) 9530	6200 (12) 9680	6500 (12) 10,160	6800 ¹ (12) 10,480				

COLORADO

CONNECTICUT

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; MS = Medical-Surgical; MM = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENT No. of stops maximum	MASTER'S PLUS 30 HOURS maximum	OTHER BACHELOR'S LANES	MASTER'S DEGREE 30 HOURS	MASTER'S PLUS 30 HOURS	DOCTOR'S DEGREE 30 HOURS	INSURANCE Amount paid by employer	REMARKS
HAMDEN (9065)	\$700 (13) 9500	2 e 250, 11 e 300 100 (13) 9500	6100 (13) 9500	6200 (13) 10,000	6600 (13) 10,400	7100 (13) 10,900	H, M-S, M-M, 100% L, 50%, disability, D, 15%	P.T.E. full credit.
HARTFORD (AFT) (27,100)	6000 (12) 9800	12 e 285		6450 (13) 10,850	6950 ¹ (13) 11,300		H, M-S \$301 per yr. M-M \$11, L, 50%	L.I., \$115 e 14-18, \$230 e 19-22, \$345 e 23 +. *M.A. +.
MANCHESTER	5750 (12) 9300	200, 250, 200, 9 e 300		6300 (12) 9850	6900 (12) 10,450	7650 (12) 11,200	H, full, M-S, 2/3, M-M, full, L, \$1000, acc. death or dismemt. \$1000	L.I., \$150 e 18 yrs.; \$250 e 23 yrs.; \$200 e 28 yrs.
MERIDEN (10,364)	5000 (12) 8900	4 e 200, 8 e 300		6500 (13) 9600	6700 ¹ (13) 10,100		H, 3/72 per mo., M-S, 1.44 per mo., M-M, .87 per mo., L, under 50%	*M.A. + 1 yr.
MIDDLETON (5864)	6000 (13) 9400	3 e 230, 2 e 250, 8 e 300					H, 3.10, M-S, 1.20, M-M, 3.00, L, \$5000	*Add. \$390 5th yr. M.A. & 6th yr. Ph.D.
MILFORD (11,904)	5600 (12) 9150	2 e 250, 9 e 300, 350			6000 (12) 9750	6400 ¹ (12) 10,250	H, M-S, 100% Indiv. L, 30%	*M.A. + 1 yr.
NEW BRITAIN (AFT) (14,000)	5500 (12) 9100	12 e 300			5900 (12) 9900	6400 (12) 10,500	H, M-S, M-M, L, 100%	
NEW HAVEN (AFT) (21,195)	5600 (12) 9600	2 e 200, 250, 11 e 275, 11 e 125, 1 e 100			6200 (16) 10,400	7000 (12) 11,200	H, M-S, M-M, 100%*	*Women with spouses (unless head of household) must pay additional prem.
NORWALK (15,000)	6030 (12) 9648	6 e 302, 6 e 301 alt.			6533 (16) 10,564	6900 (16) 10,700	6900 (16) 11,100	L.I., 2% of max. step after 30 yrs. (15 must have been district).
SOUTHBURYTON (7238)	5700 (13) 9000	7 e 250, 1 e 300, 5 e 250			6150 (12) 9700	7236 (16) 12,060	7839 (16) 13,266	H, 5.35 per mo. (full con.), M-S, 200 per mo. (20 in district). P.T.E. max. 11 yrs. (full con.)
								*Ph.D., \$450 more than 6th yr. L.I., B.A. tchr. \$200 with over 25 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps. D = disability

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS No. of stops maximum	BACHELOR'S OTHER PLUS 30 HOURS BACHELOR'S DEGREE 30 HOURS	MASTER'S OTHER MASTER'S DOCTOR'S INSURANCE			REMARKS
Average daily membership			MASTER'S DEGREE PLUS 30 HOURS LANES	DEGREE 30 HOURS LANES	Amount paid by employer	REMARKS
STRATFORD P.S. (9484)	5950 (12) 9000	250, 200, 7 e 250, 2 e 300, 1 e 350	6150 (13) 9000	6400 (13) 10,350	L, \$2000 policy .39 per mo., H, 12.80, M-S, 6.55, M-M, 2.50	P.T.E., full credit for last 8 yrs. 1/2 credit for tchr previous to 8 yrs.
WALLINGFORD (8570)	5750 (12) 9240	2 e 170, 2 e 280, 1 e 300, 1 e 280, 2 e 330, 1 e 360, 3 e 330	6170 (12) 9020	6480 (12) 10,240	L, 38.40, H, 44.40 for ind., 104, .40 fam., M-S, 14.40 ind., 49.20 fam., M-M, 23.88 ind., 59.76 fam.	6890 (12) 10,820
WATERBURY	5600 (11) 9300	10 e 330, 1 e 400	6100 ¹ (11) 10,100	5850 ² (11) 9700	6300 ³ (11) 10,800	6200 ⁴ (11) 10,450
WEST HARTFORD (10) 8900	6000 350	200, 250, 7 e 300,	6300 ¹ (10) 9200	6150 ² (10) 9050	6300 ³ (15) 10,600	6000 ² (15) 10,900
WEST HAVEN (8841)	5700 (13) 9350	4 e 250, 2 e 275, 7 e 300		6150 (12) 9000	6650 (12) 10,300	6650 (12) 11,100
WINDHAM (3755 K-12)	5650 (12) 8940	9 e 270, 1 e 280, 2 e 290	6150 (13) 9000	5850 ¹ (12) 9140	6650 ² (13) 10,230	6350 ³ (13) 10,000
NEWARK SPECIAL SCHOOL DIST. 9050	5800 (17)	4 e 300, 6 e 250 1 e 150, 6 e 100	6200 (16) 9050	6500 (16) 10,500	6900 (18) 11,000	H, 4.24, M-S, 1.50 Note: Doctors' degree \$400 more than M.A. + 30 scale. P.T.E. max. 10.
WILMINGTTON (15,789)	5800 (15) 9019		6350 (15) 9077	6612 (15) 10,233	7163 (15) 11,136	7714 H, M-S, 6.94 (15) 11,994
DELAWARE						D.C. WASHINGTON, D. C. (50)

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Major Medical-Surgical; M-M = Medical-Surgical; S = steps. 50 = listing of 50 largest cities.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified.
INSURANCE: H - Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps. \$0 = listing of 50 largest cities.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM INCREMENT	BACHELOR'S PLUS HOURS	OTHER BACHELOR'S DEGREE	MASTER'S DEGREE	MASTER'S PLUS HOURS	MASTER'S DEGREE	DOCTOR'S DEGREE	INSURANCE AMOUNT paid by employer	REMARKS
Average daily membership	No. of stops To reach bachelor's maximum		30 HOURS	30 HOURS	LAMES	30 HOURS			
GEORGIA									
CHATHAM CO. (SAVANNAH) (40,759)	5600 (14) 6893	2 • 0, 158, 247, 72, 47, 73, 128, 72, 110, 72, 369, 72, 73		5706 (14) 792	7020 (12) 9017	7325 ¹ (9) 8846			None ¹ M.A. + 60.
CLAYTON CO. (2200)	4800 (14) 6300	159, 184, 165, 147, 72, 147, 73, 128, (14) 72, 110, 72, 119, 72, 7200 80		6770 (14) 8260	7525 (9) 8740				
MARIETTA 7th S.D. (COBB CO.) (28,936)	5520 (14) 7351	182, 212, 190, 169, 83, 169, 84, 147, 83, 126, 83, 137, 2 • 83		6044.40 (14) 8228.36	7785.48 (11) 9507	8653.80 ¹ (9) 10,172.88			None ¹ M.A. + 60.
DEKALB CO.	6024 (14) 9228	117, 175, 117, 174, 466, 117, 174, 350, 5 • 233		6316 (19) 10,684	7830 (17) 11,907	8412 (17) 13,013			
FLOYD CO. (ROME) (8490) A.D.A.	4800 (14) 6393	159, 184, 165, 147, 72, 147, 73, 128, 72, 72, 73, 110, 72, 119		5256 (14) 7242	6770 (11) 8267	7525 ¹ (9) 8846			
GWINNETT CO. (LAWRENCEVILLE) (12,490)	4800 (14) 6393	242, 218, 198, 189, 87, 171, 87, 161, 87, 124, 87, 124, 87, 124		5256 (14) 7242	6770 (11) 8267	7525 ¹ (9) 8846			
RICHMOND CO.	5150 (22) 7543	209, 234, 190, 172, 97, 172, 98, 153, 97, 135, 97, 169, 122, 123, 5 • 50, 3 • 25		5806 (22) 8392	7245 (19) 9417	8050 (17) 9996			

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM INCREMENT	BACHELOR'S PLUS HOURS	OTHER BACHELOR'S DEGREE	MASTER'S DEGREE	MASTER'S PLUS HOURS	MASTER'S DEGREE	DOCTOR'S DEGREE	INSURANCE AMOUNT paid by employer	REMARKS
Average daily membership	No. of stops To reach bachelor's maximum		30 HOURS	30 HOURS	LAMES	30 HOURS			
GEORGIA									
CHATHAM CO. (SAVANNAH) (40,759)	5600 (14) 6893	2 • 0, 158, 247, 72, 47, 73, 128, 72, 110, 72, 369, 72, 73		5706 (14) 792	7020 (12) 9017	7325 ¹ (9) 8846			None ¹ M.A. + 60.
CLAYTON CO. (2200)	4800 (14) 6300	159, 184, 165, 147, 72, 147, 73, 128, (14) 72, 110, 72, 119, 72, 7200 80		6770 (14) 8260	7525 (9) 8740				
MARIETTA 7th S.D. (COBB CO.) (28,936)	5520 (14) 7351	182, 212, 190, 169, 83, 169, 84, 147, 83, 126, 83, 137, 2 • 83		6044.40 (14) 8228.36	7785.48 (11) 9507	8653.80 ¹ (9) 10,172.88			
DEKALB CO.	6024 (14) 9228	117, 175, 117, 174, 466, 117, 174, 350, 5 • 233		6316 (19) 10,684	7830 (17) 11,907	8412 (17) 13,013			
FLOYD CO. (ROME) (8490) A.D.A.	4800 (14) 6393	159, 184, 165, 147, 72, 147, 73, 128, 72, 72, 73, 110, 72, 119		5256 (14) 7242	6770 (11) 8267	7525 ¹ (9) 8846			
GWINNETT CO. (LAWRENCEVILLE) (12,490)	4800 (14) 6393	242, 218, 198, 189, 87, 171, 87, 161, 87, 124, 87, 124, 87, 124		5256 (14) 7242	6770 (11) 8267	7525 ¹ (9) 8846			
RICHMOND CO.	5150 (22) 7543	209, 234, 190, 172, 97, 172, 98, 153, 97, 135, 97, 169, 122, 123, 5 • 50, 3 • 25		5806 (22) 8392	7245 (19) 9417	8050 (17) 9996			

HAWAII STATE SCALE & HONOLULU (50)

HAWAII STATE SCALE & HONOLULU (50)

BOISE (23,000)	5400 (13) 7200	3 • 200, 10 • 120		5520 ¹ (13) 7320	5900 (15) 7640	5920 (15) 7560	6200 (16) 8480	None	P.T.E., max. 6 yrs. or (3rd step of salary scale). ¹ B.A. + 16.
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SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Major Medical; M-M = Medical-Surgical; M-S = steps. 50 = listing of 50 largest cities.

SCHOOL DISTRICT	BACHELOR'S MINIMUM INCREMENT	YEARLY INCREMENTS No. of steps	MASTER'S DEGREE PLUS 30 HOURS maximum	MASTER'S DEGREE PLUS 30 HOURS 30 HOURS maximum	MASTER'S OTHER MASTER'S DEGREE 30 HOURS LAMES	DOCTOR'S DEGREE 30 HOURS	INSURANCE Amount paid by employer	REMARKS
IDAHO	IDAHO FALLS (10,297)	5000 (13) 850	13 • 150		5500 (15) 770		H, M-S, M-M, \$92 per yr. 'or 30 + B.A.	
	POCATELLO S.D. #25 (12,294)	5100 (11) 6300	104, 103, 102, 105, 2 • 104, 103, 4, 103, 2 • 104	5491 (11) 6915	5600 (11) 7408		H, M-S, 100% P.T.E., full credit.	P.T.E., full credit.
ILLINOIS	CHICAGO (50) ARLINGTON HTS. (8330)	5700 (15) 9120	230, 225, 345, 340, 340, 345, 225, 230, 230, 225, 230, 115, 110, 115, 115	6040 (15) 9005	5930 ¹ (15) 9920	6155 (15) 10,375	H, M-S, 100%, A.U., M-M, (to be resolved)	P.T.E., max. 7 yrs. (M.A. + 8; 6270-10,030) 15.
	AURORA EAST #131 (8479)	6000 (10) 8220		6400 ¹ (14) 9508	6240 ² (12) 8904	6000 (14) 10,548	M-M, 1.00 per mo.	L.I., \$100 every 5 yrs. after 15 yrs. merit rating, P.G.R. 1B.A. + 24; 2B.A. + 16; 3B.A. + 24; 4M.A. + 16; 5M.A. + 24.
	BELLEVILLE TWP. H.S. (4200)	6300 (12) 9500	100, 300, 200, 2 • 300, 200, 6 • 300	6400 ¹ (12) 9700	6080 ⁴ (14) 11,159	7080 ⁴ (14) 11,784	H, M-S, M-M, 100% + L, (\$2000 term) 100%	1B.A. + 16; 2M.A. + 15.
	BLOOMINGTON (6580)	5800 (16) 8187	2 • 165, 330, 3 • 165, 3 • 154, 132, 121, 3 • 110, 55, 132	6165 ¹ (16) 8739	5910 ² (16) 8345	6350 (16) 8876	7450 ³ (16) 10,553	7725 (16) 10,159 10,947
	CANOKIA DIST. 187 (7681)	6000 (13) 8600	13 • 200		6200 ¹ (13) 8800	6300 ² (13) 9300	H, M-S, M-M, 80%	L.I., \$200 after 14 yrs. 1B.A. + 16; 2M.A. + 32; 3M.A. + 16

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
 INSURANCE: H = Hospitalization; M-S = Major Medical; M-M = Major Medical; L = Life; S = steps. 50 = listing of 50 largest cities.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENT	BACHELOR'S PLUS 30 HOURS	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	OTHER BACHELOR'S DEGREE	MASTER'S DEGREE	DOCTOR'S DEGREE	INSURANCE	REMARKS
Average daily membership	No. of stops maximum	To reach bachelor's maximum	LANES	30 HOURS	LANES	30 HOURS	LANES	Amount paid by per year	
CHAMPAIGN	5750 (11) 8740	175, 170, 23, 290, 285, 290, 285, 290, 285, 2 e 345	6325 (12) 9430	6095 ¹ (12) 9775	6440 (12) 975	7130 (13) 10,810	7475 ² (13) 11,155	8165 (13)	P.T.E., full credit max. 5 yrs. 1/2-credit to max. 10 yrs. ¹ A.B. + 15; 2M.A. + 45.
COLLINSVILLE	5700 (11) 8208	11 e 228	5956 ¹ (11) 8574	5213 (11) 852	5956 ¹ (14) 9348	6384 (15) 9804	6612 ¹ (16) 10,280	8165 (16)	¹ A.B. + 16.
DANVILLE (10,412)	5700 (12) 8436	12 e 228	5928 (13) 8892	5880 ¹ (11) 8960	6160 (11) 9240	7840 ² (7) 9800	7000 ³ (9) 9800	9520 (3) 10,350	P.T.E., max. 6 yrs. L.I., \$270 e 24 yrs. ¹ B.A. + 16; ² M.A. + 36; 3M.A. + 16; ⁴ M.A. + 48.
DECATUR (20,005)	5800 (11) 8680	11 e 280	5880 ¹ (11) 8960	5880 ¹ (11) 8960	6160 (11) 9240	7840 ² (7) 9800	7000 ³ (9) 9800	9520 (3) 10,350	¹ M.S. + 2 yrs.
DOWNERS GROVE #58 (4863)	5900 (14) 7670	120, 115, 120, 115, 240, 115, 120, 115, 2 e 120, 115, 120, 115, 120	6195 ¹ (17) 9205 6075 ³	6020 ² (15) 8025	6370 (19) 10,325	6905 (19) 10,975	6665 ⁴ (19) 10,620	H, M-S, M-M, L, 100% A.U.	P.G.R. ¹ B.A. + 24; ² B.A. + 8; ³ B.A. + 16; ⁴ M.A. + 16.
DOWNERS GROVE #99 (3343)	6000 (14) 8160	2 e 240, 360, 240, 10 e 120	6360 ¹ (17) 8080	6120 ² (15) 8400	6480 (16) 10,500	6960 ⁴ (20) 11,400	7200 ³ (21) 12,360	H, M-S, M-M, L, 100% A.U.	¹ B.A. + 24; ² B.A. + 8; ³ B.A. + 16; ⁴ M.A. + 32; ⁵ M.A. + 60.
EAST CHICAGO HEIGHTS DIST. 169 (172)	5900 (16) 9000 (172)	15 e 250	6050 (16) 10,050	5923 ¹ (16) 9925	6175 (16) 10,175	6425 (16) 10,425	6300 ² (16) 10,300	L.I., \$250 after 20 yrs. all categories. ¹ B.A. + 15; ² M.A. + 15.	
EAST ST. LOUIS S.D. #185 (22,300)	6250 (10) 8750	238, 2 e 239, 238, 348, 238, 2 e 239, 280, 100	6450 ¹ (10) 9050	6630 (10) 9450	7650 (10) 10,500	7150 ² (10) 9750	H, M-S, M-M, 100%, L, \$2500 pol. - \$300 e \$36 per yr.	Note: \$50 per semester (perfect attendance bonus). ¹ B.A. + 16; 2M.A. + 16.	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM INCREMENT No. of steps maximum	BACHELOR'S PLUS 30 HOURS maximum	BACHELOR'S OTHER PLUS LANES	BACHELOR'S DEGREE 30 HOURS	MASTER'S MASTER'S PLUS 30 HOURS	MASTER'S DEGREE 30 HOURS	DOCTOR'S DEGREE 30 HOURS	MAINTENANCE LINES	REMARKS
ELGIN (18,400)	6000 (12) 8736	11 e 228	6360 ¹ (14) 9804	6120 ² (13) 9162	6400 (15) 10,440	6840 ³ (16) 11,352	6600 ⁴ (15) 10,650	7560 (17) 12,438	¹ B.A. + 24; ² B.A. + 8; B.A. + 16: 6 240 (12) 9360; ³ M.A. + 24; ⁴ M.A. + 8; M.A. + 16: 6720 (16) 11,126.
ELMHURST (6450)	5900 (16) 8809	2 e 118, 3 e 295, 2 e 236, 6 e 177, 3 e 118	6077 ¹ (16) 9086	6313 (16) 9053	6667 (16) 10,207	6400 ² (16) 10,030			L.I., 100-300 merit at maximum. ¹ B.A. + 15; ² M.A. + 15.
EVANSTON (10,217)	6000 (11) 8400	3 e 120, 180, 240, 2 e 300, 440, 300, 240, 120	6600 (13) 9950	7000 (15) 10,900	7800 (15) 11,940	9360 (14) 13,260			H, 3.90 sing. or fam. M-S 1.35 sing. or fam.
FREERPORT (6971)	5700 (13) 8895	170, 230, 2 e 285, 225, 230, 2 e 170, 175, 110, 3 e 115	5870 ¹ (13) 8380	6325 (15) 9490	6895 (15) 10,030	6440 ² (15) 9575	7125 ³ (15) 10,260		¹ B.A. + 15; ² M.A. + 6; M.A. + 12: 6555 (14) 9690; M.A. + 18: 6670 (14) 9805; M.A. + 24: 6785 (14) 9920; M.A. + 36: 7010 (14) 10,145; 3M.A. + 42.
GALESBURG (7800)	5900 (10) 7936	6 e 219, 4 e 218	6164 ¹ (12) 8788	5921 ² (10) 8107	6286 (13) 9128	6772 ³ (17) 10,488	6407 ⁴ (14) 9462		H, M-S, M-M \$4 per mo. A.B. + 24; ² A.B. + 8; A.B. + 16: 6043 (11) 8448; ³ M.A. + 32; 4M.A. + 8; M.A. + 16: 6529 (15) 9808; M.A. + 24: 6650 (16) 10,148.
GRANITE CITY COM. UNIT. S.D. #9 (13,219)	5700 (11) 8640	2 e 350, 4 e 250 2 e 200, 250, 200, 550	5950 ¹ (11) 9050	6450 (11) 9890	6700 ² (11) 9890				*Cost of living increase @ \$25 for ea. 1/2 of 1% (max. of \$125). P.T.E. cred. max. 5 yrs. (full credit 1st 3 yrs.); 1/2 cr. next 4 yrs.; ¹ B.A. 150 hrs.; ² M.A. 190 hrs.
HINSDALE TWSP. H.S.D. #86 (3126)	6050 (14) 9020	190, 180, 300, 240, 240, 250, 240, 4 e 180, 190, 180, 240	6240 ¹ (14) 9810	6540 (15) 11,440	7630* (14) 12,350	7320 ² (13) 11,240			H, M-S, M-M 100%, L ee 35000, Liability A.U.
HINSDALE COMMUNITY CONS. DIST. #181 (3404)	5900 (14) 8870	2 e 180, 290, 2 e 240, 230, 240, 290, 3 e 180, 190 230, 240	6080 ¹ (14) 9440	6300 (15) 10,450	7320 (14) 11,330	7000 ² (14) 10,700			L.I., e 20, 25, 30, 35 yrs. ¹ B.A. + 15; ² M.A. + 15.
JOLIET DIST. #86. (5176)	5936 (14) 8804	106, 12 e 212, 318	6148 ¹ (14) 9116	6446 (14) 9540	6890 (14) 9964	6572 ² (14) 9962			H, 22.32 fam. 6.66 inc. M-S, M-M, same as above L 1.65
KANKAKEE (7364)	6100 (13) 9600	260, 150, 250, 4 e 300, 350, 3 e 300, 250, 200	6300 ¹ (13) 9750	6700 (14) 10,300	7300 (17) 11,200	7000 ² (14) 10,500			¹ B.A. + 16; ² M.A. + 16.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Major Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM No. of stops	YEARLY INCREMENT To reach bachelor's maximum	MASTER'S DEGREE PLUS 30 HOURS maximum	MASTER'S DEGREE PLUS 30 HOURS LAWES	DOCTOR'S DEGREE PLUS 30 HOURS LAWES	INSURANCE Amount paid by employer	REMARKS
							MASTER'S DEGREE PLUS 30 HOURS LAWES
MAINE TWSP. H.S.D. #207 (9241)	6000 (15) 9330	200, 4 e 300 3 e 150, 250, 230, 5 e 220	6500 (15) 10,900	7000 (18) 12,400	7500 (21)	14,000	P.T.E., 9 yrs.
OAKLAWN (5300)	5800 (9) 8200	100, 4 e 200, 300, 3 e 400	5900 ¹ (11) 8700	6050 (11) 8850	6150 ² (11) 8850		L.I., \$200 after 15 yrs. ¹ B.A. + 15; ² M.A. + 15.
PALATINE COMM. CONS. DIST. #15 (9846)	5600 (13) 8546	13 e 216	5900 ¹ (15) 9116	5700 ² 5800 ³ (13) (14) 8646 8854	6000 (16) 9378		H, M-S, M-M 4.00 per mo. 100% of prem. on \$2000 policy
PARK RIDGE (6550)	5700 (17) 9120	171, 9 e 228, 7 e 171	6270 (17) 9630				P.T.E. full credit max. 7 yrs.; 1 yr for 2 yrs. 4 add. P.G.R. credit for each block of 6 shrs. merit rating .05 of base or \$285; add. (.01 - .05, 1-5 + yrs.) for M.A. degree.
PEORIA (24,866)	5800 (11) 7900	2 e 150, 9 e 200		6200 (16) 9500	6600 (17) 10,300	6400 ¹ (16) 9700	P.T.E. 5 yrs. B.A., 6 yrs. M.A., 7 yrs. M.A. + 15, 8 yrs. M.A. + 30 or earned doctorate. ¹ M.A. + 15.
POSEN ROBBINS (3100)	5825 (10) 7550	100, 325, 390, 4 e 150, 220, 2 e 150	5950 ¹ (11) 7825	6475 (14) 8800		6800 (18) 11,200	H, M 100%, L \$5000 pol. ¹ B.A. + 6; B.A. + 12; 6100 (12) 8125; B.A. + 18; 6225 (13) 8400.
MAYWOOD (A.F.T.) PROVISO TWSP. (7471)	6100 (9) 8500	300, 325, 300, 325, 325, 200, 200, 225, 200	6300 ¹ (9) 8700	6600 (14) 11,350	7200 (114) 11,950	6000 ² (14) 11,550	H, M 50% (A.U.), M-S 50% ¹ B.A. + 15; ² M.A. + 15; ³ M.A. + 45.
QUINCY #172 (9249)	5300 (12) 7750	2 e 150, 3 e 200 7 e 150	6000 ¹ (14) 8450	6500 ² (13) 8100	6600 (18) 10,050	6300 ³ (15) 8000	H, M-S, M-M 100% A.U. P.T.E. max. 8 yrs. B.A. 10 yrs. M.A. P.G.R. 5 S.H. every 4 yrs. (B.A.) 5 S.H. every 5 yrs. M.A., 5 S.H. every 6 M.A. + 30, 5 S.H. every 7 yrs. doctorate. ¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 16; ⁴ M.A. + 20.

SYMBOLS: L.I. = longevity increment; SYC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS MAXIMUM No. of steps MAXIMUM	REACH BACHELOR'S maximum	BACHELOR'S PLUS 30 HOURS	OTHER PLUS 30 HOURS	MASTER'S DEGREE BACHELOR'S DEGREE 30 HOURS	MASTER'S PLUS 30 HOURS	MASTER'S DEGREE 30 HOURS	DOCTOR'S DEGREE 30 HOURS	INSURANCE Amount paid by employer	REMARKS	
ROCKFORD (34,210)	5900 (9) 8024	9 e 236	6372 ¹ (9) 8496	6136 ² (9) 8260	6608 (9) 8732	7316 (12) 10,148	6944 ³ (10) 9244 ⁴ (11) 9676	H, M-S, M-M (package) 5.09 per mo., L 1.44 per \$2000 policy	P.T.E. max. 10 yrs. 'B.A. + 20; ² B.A. + 10.		
ROCK ISLAND (11,289)	5000 (15) 9048	2 e 116, 13 e 232	6148 (15) 9396	5974 ¹ (15) 9222	6300 (17) 10,092	6728 (17) 10,440	6554 ² (17) 10,356	H, M-S, M-M 29.55 per mo. 'B.A. + 15; ³ M.A. + 45; M.A. + 45: 6902 (17) 10,614.	H, M-S, M-M total		
SPRINGFIELD (20,474)	5700 (13) 8400	200, 300, 11 e 200	6000 ¹ (13) 8700	5800 ² (13) 8500	6350 (13) 9450	6650 ³ (13) 9750	6450 ⁴ (13) 9550	M-M 100%	L.I. \$200 after 20, 25 yrs. 'B.A. + 24; ² B.A. + 8; B.A. + 16; ³ M.A. + 45; ⁴ M.A. + 24; ⁵ M.A. + 8; \$100 for each 8 semester hours up to \$600.		
THORNTON TWSP. H.S. *205 (7000)	6000 (13) 9900	240, 360, 11 e 300		6300 ¹ (13) 10,200	6600 (14) 10,800	7200 (14) 11,400	6900 ² (14) 11,100	7800 (14) 12,000	None	'B.A. + 15; ² M.A. + 15; ³ M.A. + 45.	
THORNTON FRACTIONAL TWSP. H.S. (3300)	6000 (11) 9300	11 e 300		6300 ¹ (13) 10,200	6600 (16) 11,500	6900 (16) 11,880	6944 ³ (16) 11,700	H, M-S, M-M 6.50 per mo. L.I. 300-330 after 5 sem. hrs. every 5 yrs. 'B.A. + 15.	H, M-S, M-M 100% A.U., L 100% A.U.		
VILLA PARK DIST. #45 (5507)	5900 (10) 7540	10 e 174		5916 ¹ (11) 7830	6148 (13) 9222	6380 (15) 10,295	6244 ³ (16) 6032 ² (12) 8120	H, M-S, M-M 100% A.U., ¹ B.A. + 9; ² B.A. + 18; ³ M.A. + 15; ⁴ M.A. + 45.			

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SYMBOLS: L.I. = longevity increment; SVC. = service. PGR. = professional growth requirement; A.U. = amount unspecified;
 INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM No. of steps	YEARLY INCREMENT To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S DEGREE LANES	MASTER'S MASTER'S PLUS 30 HOURS	MASTER'S LINES	DOCTOR'S DEGREE	INCENTIVE Amount paid by employer	REMARKS
VILLA PARK H.S.D. #88 (7323)	6200 (14)	200, 2 e 300, 400, 2 e 300; 7 e 200, 1 e 500	6350 ¹ (14)	8500 ² (10)	6800 ³ (14)	6800 ³ (14)	6800 ³ (14)	H, M-S, M-M sing. \$5/per mo. couple \$8/per mo., fam. \$11/per mo.	H, M-S, M-M sing. \$5/per 1B.A. + 13; 2M.A. + 42; 3M.A. + 13; 4M.A. + 26.
MORTON H.S. (WEST SUBURBAN)	6000 (15)	4 e 300, 11 e 250	6200 ¹ (15)	7150 (15)	6800 ² (15)	7750 (15)	L, \$5000 double indemnity ³ , H, M-M 100% A.U.	P.T.E. \$100 for each 5 yr. per. beginning at 21 yrs. 1B.A. + 15; 2M.A. + 15; 3For all tenured teachers.	
WOODSTOCK H.S. (946)	5800 (9)	9 e 290	6032 ¹ (9)	6264 (14)	6496 ² (14)	7192 (14)	M-M \$100 per yr. 1B.A. + 15; 2M.A. + 15; M.A. + 45: 6960 (14) 11,020.	1B.A. + 15; 2M.A. + 15; M.A. + 45: 6960 (14) 11,020.	
INDIANAPOLIS (50)	6300 (14)	3 e 200, 2 e 250, 200, 4 e 150, 4 e 100	6450 ¹ (15)	6800 (17)	6800 ² (15)	6800 ³ (17)	H, 6.00 per mo.	L.I. 22, 24, 26, 30 yrs. 1B.A. + 15.	
BARTHOLOMEW CONSOLIDATED (1,988)	6500			9150	9150	11,400			
BLOOMINGTON (9389)	5303 (12)	158, 181, 170, 168, 171, 168, 171, 182, 111, 225, 231, 219	5985 (9)	5719 (13)	8202 (6)	11,930 (3)	M-M 1.27 fam., .52 sing. \$300 for prof. teachers cert. & voc. cert. P.T.E. full credit.		
EAST ALLEN COUNTY (10,962)	6100 (26)* 3638	8 e 122, 14 e 91 alt. 14 e 92		10,144	10,475	12,628	H, M-M, M-S 50%	*Increments given @ 1/2 yr. intervals schedule through May of '68.	
EAST CHICAGO (10,550)	6513 (14)	4 e 219, 438, 119, 3 e 219, 438, 3 e 219, 438	6708 (14)	7239 (14)	7239 (14)	7600 (14)	H, M-S, M-M \$3000, virtually 100%	Schedule begins Jan. '68. L.I. 428-528 after 20 yrs.; 219-710 after 25 yrs.	
EVANSVILLE- VANDERBURGH (32,639)	6100 (17)	16 e 150, 200	6200 ¹ (17)	6650 (17)	6800 ² (17)	7150 (17)	H, M-S, M-M \$36 per yr.	Schedules effective Jan. '68. 1B.A. + 1 yr.; 2M.A. + 60.	
FORT WAYNE (37,000)	6100 (16)	16 e 183		11,115	11,450	11,700	1 2	2M.A. scale added to M.A. scale for each 5 sem hrs. to max. of 60 hrs. 2M.A. scale + .15 of B.A. scale.	
		10,248				11,188			

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENT	MINIMUM No. of steps	MAXIMUM maximum	To reach bachelor's maximum	BACHELOR'S PLUS 30 Hours	OTHER BACHELOR'S DEGREE 30 Hours	MASTER'S PLUS 30 Hours	MASTER'S DEGREE 30 Hours	DOCTOR'S DEGREE 30 Hours	INSURANCE Account paid by employer	REMARKS
INDIANA											
GARY (48,250)	6000 (14)	4 e 200, 1 e 450, 4 e 200, 1 e 425, 4 e 200	6500* (14)	10,023	6000 (15)	6800 (15)	6000 (15)	6800 (15)	7200 (15)	H, M-S \$50, M-M, L \$40	L.I. e \$100 21st yr., 200 31st yr. *Salary escalation as of Jan. '68.
GRIFFITH (3469)	6200 (10)	4 e 248, 6 e 186	6308	6572 (15) 10,292	6300 (12)	6351 (12)	6220 (15)	8184 (11)	7750 ² (15)	M-M, A.U.	Schedule effective Jan. '68. L.I. 15, 20, 25 e 282, 124 resp. also age 60-65. ¹ B.A. + 15; ² M.A. + 15.
HAMMOND (22,888)	6059 (14)	14 e 244	9500	6242 ¹ (14) 9865	6304 (16)	6455 (16)	6304 (16)	6455 (16)	6759 (25)	H, M-S \$70.92 per yr.; M-M \$30.88 per yr.; L, \$35 per yr.	L.I. for B.A. & B.A. + 15; 243-259 at 17, 20, 23 yrs; M.A. & M.A. + 15. 273-305 at 19, 22, 24 yrs; ¹ B.A. + 15.
HOBART (5200)	6300 (11)	11 e 240	8940	6500 ¹ (11) 9140	6700 (16)	7100 (16)	6500 ² (16)	7100 (16)	8000 ² (16)	H, M-M, L, 116.14 per yr.	¹ B.S. + 18; ² M.S. + 18.
LAKE RIDGE (6200)	6240 (24)	14 e 200, 10 e 60	9640	6490 ¹ (24) 10,026	6680 (25)	6947 (25)	6490 ¹ (25)	6680 (25)	6947 (25)	H, M-S, 100% A.U., M-M, P.T.E. 10 yrs. ¹ B.A. + 20. M.A. + 30 or 6th yr. sched.	105% of L, 1.00 per mo.
LA PORT (7650)	6100 (16)	5 e 122, 5 e 183, 6 e 305	9655	6466 (16) 10,735	6466 (16)	6568 ¹ (16) 10,858	6466 (16)	6568 ¹ (16) 10,858	6568 ¹ (16) 10,858	H, M-S, M-M, L, 147.09 per yr.	Effective 1968. L.I. \$122 after 20, 25, 30 yrs. for those eligible in 1968. ¹ M.A. + 18.
MARION (11,538)	6000 (15)	2 e 120, 11 e 180, 2 e 210	8640	6240 (15) 10,800	6240 (15)	7980 (10)	6240 (15) 10,800	7980 (10)	7980 (10)	H, M-S, M-M, L, \$30 per yr.	P.T.E. full credit.
MUNCIE	6000 (16)	12 e 155, 4 e 160	8800	6190 ¹ (16) 10,900	6290 (16)	6380 (18)	6290 (16)	6380 (18)	7180 (18)		¹ 5 yrs. training.
NEW ALBANY (11,163)	5800 (13)	13 e 200			6100 (17)	6250 (17)	6100 (17)	6250 (17)	6100 (17)	M-M, 60%, L, 60%. Long term dis. 60%.	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. :: professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM No. of stops maximum	YEARLY INCREMENT To reach bachelor's maximum	BACHELOR'S PLUS LANES	MASTER'S DEGREE 30 HOURS	MASTER'S DEGREE 30 HOURS	OTHER BACHELOR'S DEGREE 30 HOURS	MASTER'S PLUS DEGREE 30 HOURS	MASTER'S DEGREE 30 HOURS	DOCTOR'S DEGREE 30 HOURS	DOCTOR'S DEGREE 30 HOURS	REMARKS
RICHMOND	6000 (10)	10 e 240		6100 (20)	11,100						\$500 for M.A. + 5 yrs. exp. Add. \$1000 for doctorate + 10 yrs. exp. P.T.E. full credit max. 10 yrs., effective Jan. 1, 1968.
SOUTH BEND (136,000)	5703 (14)	9 e 228, 3 e 229 2 e 227		6159 (19)	6615 (18)						H, M-S, M-M \$ 34 per mo. L, \$3 per mo. income protection \$3 per mo.
TIPEPECANOE SCHOOL CORP.	6000 (14)	5 e 175, 2 e 200, 2 e 150, 200, 300, 3 e 200		6500 (20)	6900 (20)						P.G.R. 11, 12, 13, 14 yrs. 6 shrs.
VIGO CO. (TERRE HAVIE) (21,000) est.	5830 (10)	(2) 110.00		6950 (15)	10,750						L.I. e 20 yrs. or age 65 5% of base salary. .30 S.H. above M.A. 10% base salary; doctorate 20% above base salary
WAUKEGAN DIST. #61 (9694)	5700 (9)	4 e 245, 4 e 251, 1 e 250		6270 ¹ (13)	6128 ² (12)	6555 (13)	7011 (14)	6783 ³ (14)			P.T.E. full credit (if tchr. will not reach max. of the scale within 5 yrs. L.I. 25-34 inclusive \$200, 35 + \$300. ¹ B.A. + 24; ² B.S. + 18; ³ M.A. + 15.
METROPOLITAN S.D. WAYNE TOWNSHIP (10,213)	5675 (12)	210, 270, 265, 2 e 320, 325, 265, 3 e 215, 205, 220		6130 (17)	6130 (17)	6130 (17)	6130 (17)	6130 (17)			L.I. 17th yr. \$320. P.T.E. full credit. Note: \$100 ea. s.h. above M.A.; add. 200 for doctorate.
BURLINGTON (7375 A.D.A.)	5650 (14)	2 e 226, 6 e 170, 6 e 169		5820 ¹ (14)	5820 ¹ (14)	6385 (14)	6385 (14)	6235 ² (14)			'B.A. + 15; 2M.A. + 15; M.A. + 45: 6554 (14) 10-396.
CEDAR RAPIDS (23,527)	5700 (12)	2 e 150, 300, 200, 2 e 150, 200, 2 e 150, 3 e 100		5850 ¹ (12)	5850 ¹ (12)	6800 (14)	6800 (14)	6275 (14)			P.T.E. max. 10 yrs. P.G.R. 5 S.H. per 5 yr. period. L.I. 17, 22 (B.A.) & 19, 24 (M.A.). ¹ B.A. + 24; ² B.A. + 12; ³ M.A. + 15, also M.A. + 45 lane e(7100-11,200) 14.
COUNCIL BLUFFS (15,366)	5800 (10)	2 e 168, 268, 280, 3 e 224, 3 e 168		5935 ¹ (11)	5768 ² (11)	6100 (11)	6100 (11)	6440 ³ (14)			P.G.R. 6 s.h. end of 4, 9, 14 steps. ¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 15.
	7550			6232	7896	9524	9526				

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INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	INCREMENTS No. of steps maximum	BACHELOR'S INCREMENT		MASTER'S INCREMENT		MASTER'S DEGREE PLUS 30 HOURS		DOCTOR'S INCREMENT		REMARKS
		YEARLY plus To reach bachelor's maximum	BACHELOR'S LINES	MASTER'S LINES	MASTER'S DEGREE LINES	MASTER'S DEGREE LINES	H. M-S, M-M 100%	Amt per employee		
IOWA										
DAVENPORT	(21,606)	240, 246, 251, 258, 263, 269, 275, 281, 286, 293	6311 (10) 8687	6026 ¹ (10) 8687	6786 (15) 10,998	5612 (15) 11,349	7137 (16)	11,349		'B.A. + 15; 2M.A. + 15; M.A. + 45: 6962 (15) 11,174.
DES MOINES	(45,619)	4 • 260, 250, 260, 260, 250, 260, 250	6330 ¹ (15) 8628	6500 ² (16) 11,060	6800 (16) 11,060					'P.G.R. teachers must earn 6 sem. hrs. during 5 yrs. preceding steps 11-14 for B.A.; 11-15 for M.A.; 2P.G.R. 6 sem. hrs. for steps 11-15, additional 6 for step 16.
DUBUQUE	(8672)	13 • 224	5824 ¹ (13) 8736	6552 (13) 10,192	6272 ² (13) 10,752	7112 (13)				L.I. every 5 yrs. after 25. 1B.A. + 15; 2M.A. + 15; M.A. + 45.
FORT DODGE	(7812)	5736 (14) 8666	1 e 3%, 1 e 5%, 12 e 3% of previous salary	6250 (14) 9629	6750 (14) 10,409	7000 ¹ (14) 11,750				L.I. \$100 after 15 years, 200 after 20, 25, 30. 1M.A. + 45.
IOWA CITY	(7540)	5629 (12) 8624	12 e 252	6110 (12) 9624	6720 (12) 11,088					
MARSHALLTOWN	(6433)	5675 (13) 8630	2 • 142, 270, 198, 199, 6 e 227, 256, 286	5930 ¹ (14) 8995	6640 (14) 10,010	6435 ² (14) 11,472	7560 (14) 13,800			'B.A. + 15; 2M.A. + 15; M.A. + 45.
OTTUMWA	(7784)	5621 (12) 8621				6137 (15) 9860	6440 (14)			
SIOUX CITY	(17,409)	2 e 112, 4 e 224, 3 e 196, 2 e 168, 3 e 140	240, 4 e 190, 202, 203, 202, 203, 202	5795 (11) 8125		5795 (11) 8125	6496 (16) 9860			
WATERLOO	(22,359)	3 e 171, 2 e 228, 285, 4 e 228, 2 e 342	240, 4 e 190, 202, 203, 202, 203, 202	5871 ¹ (12) 8721	6840 (12) 10,032	6840 (12) 10,032	6996 (16) 10,580			P.T.E. full credit max. 10 yrs. L.I. 18 yrs. • \$342; 1B.A. + 15; M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCOMES	BACHELOR'S INCREMENTS	BACHELOR'S HOURS	MASTER'S OTHER PLACES	MASTER'S BACHELOR'S PLACES	MASTER'S PLUS 30 HOURS	DOCTOR'S DEGREE	REMARKS
Average daily membership	No. of steps	To reach bachelor's maximum	maximum					
HUTCHINSON (8362)	\$300 (10) 700	2 e 200, 8 e 175		5500 ¹ (10) 7300	6200 (13) 8800	600 ² (12) 600		¹ B.A. + 15; ² M.A. + 15.
KANSAS CITY (35,061)	\$900 (11) 7700	110, 155, 160, 205, 215, 210, 215, 210, 195, 205, 210		500 ¹ (10) 6300 9045	6300 (14) 9045	600 ¹ (16) 9690		L.I. 5, 10, 15 yrs. on max; ¹ M.A. in field.
LAWRENCE	\$100 (7) 7100	102, 153, 7 e 255		5253 ² (10) 7548	6096 (12) 8874	6630 (15) 10,200		¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 60. Also: M.A. + 10 (5763-8313) 11, M.A. + 20 (5916-872) 12, M.A. + 40 (6222-9282) 13, M.A. + 50 (6375-9435) 13.
OVERLAND PK. S.D. #110 (7000)	\$400 (11) 7600	100, 150, 350, 250, 250, 4 e 200, 2 e 250		5550 ² (11) 7750	6400 (14) 9700	7650 (14) 12,650		P.T.E. full credit 1 yr. 1/2 credit thereafter up to 10 yrs. P.G.R. 6 s.h. every 4 yrs. L.I. B.A. \$200 ea. 5 yr. per. above max. M.A. \$250 ea. 5 yr. per above max.; ¹ B.A. + 24; ² B.A. + 15; ³ M.A. + 15, also: Ed. S. 6600-9900/14
TOPEKA (24,402)	\$200 (9) 6000	2 e 100, 7 e 200		5400 ¹ (9) 7000	5700 (10) 8400	6400 ² (11) 9600		L.I. 200-600 after 20 yrs.; ¹ B.A. + 15; ² M.A. + 15.
WICHITA (59,407)	\$400 (9) 7200	9 e 20 ¹		5560 ² (10) 7610	5800 (12) 8600	6100 (13) 9480		¹ Takes 12 yrs. to reach max. steps 7-9 are 2 yrs. each; ² B.A. + 20.
DAVIES CO. (OWENSBORO) (6173)	\$650 (10) 6833	173, 174, 3 e 173, 174, 3 e 173		5148 ¹ (10) 7128	5371 (10) 7300	5618 (10) 8093		¹ B.A. + 15.
HARLAN COUNTY (8891)	\$600 (10) 5650	10 e 75		4950 ¹ (10) 5700	5200 (10) 6250	5500 (10) 6600		¹ B.A. + 15.
HOPKINS (7366)	\$650 (10) 6000	10 e 114		5010 ¹ (10) 6150	5100 (10) 6600	5350 ² (10) 6600		¹ B.A. + 15; ² M.A. + 15; M.A. + 36: 5610 (10) 6750.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM	YEARLY INCREMENTS	OTHER BACHELOR'S PLANS	BACHELOR'S INCREMENT		MASTER'S DEGREE PLUS 30 HOURS MAXIMUM	DOCTOR'S DEGREE PLUS 30 HOURS MAXIMUM	REMARKS
				No. of steps maximum	To reach bachelor's maximum			
PERRY CO. (8864)	4650 (11) 5600	3 • \$50, 300, 5 • 50, 100 500	4900 ¹ (10) 5700	5500 (10) 6300	5900 (12) 9200			
ACADIA PARISH (11,145)	5600 (11) 7200	100, 7 • 200, 300, 100						
BEAUREGARD PARISH (5882)	3600 (10) 7200	8 • 200, 2 • 300						
CADDY PARISH (57,574)	5150 (10) 7200	125, 2 • 150, 185, 175, 188, 2 • 175, 237, 250, 2 • 50, 2 • 100						
CALCASIEU PARISH (31,121)	4672 (10) 7000	118, 7 • 200, 2 • 300						
CONCORDIA PARISH (6500)	4400 (10) 6800	8 • 200, 2 • 300						
E. BATON ROUGE (54,000)	5200 (10) 7000	8 • 200, 2 • 300						
IBERVILLE PARISH (8330)	3600 (10) 7200	8 • 200, 2 • 300						
JEFFERSON PARISH (10)	3536 (10) 6200	307, 312, 325, 290, 307, 128, 2 • 300, 2 • 200						
LIVINGSTON PARISH (8650) est.	5200 (10) 6000	2 • 100, 2 • 250, 200, 2 • 150, 200, 250, 300						

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; MS = Medical-Surgical; MM = Major Medical; L = Life; s - steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS No. of steps maximum	MASTER'S DEGREE To reach bachelor's maximum	MASTER'S DEGREE 30 HOURS maximum	MASTER'S DEGREE 30 HOURS maximum	MASTER'S DEGREE 30 HOURS maximum	MASTER'S DEGREE 30 HOURS maximum	DOCTOR'S DEGREE amount paid by state	REMARKS
LOUISIANA								
MOREHOUSE PARISH (9637)	4000 (10) 6000	4 • 100, 4 • 200, 2 • 300	5000 (11) 7000	5000 (12) 8200	5000 (11) 7000	5000 (12) 8200	5700 (12) 8700	
OUACHITA PARISH (17,441)	4000 (10) 6000	8 • 200, 2 • 300	4000 (11) 7000	4000 (12) 6000	4000 (12) 6000	5300 (12) 7000	5300 (12) 7000	
ST. BERNARD (10,728)	5500 (11) 8150	307, 308, 150, 5 • 200, 2 • 350, 150	302 (12) 632	6000 (12) 9840	6000 (12) 9400	6457 (12) 16,147	6400 (12) 9700	
ST. CHARLES PARISH (8166)	5700 (10) 8200	200, 250, 325, 290, 307, 128, 300, 300, 200, 200	302 (12) 632	6150 (12) 9400	6150 (12) 9400	6400 (12) 9700	6400 (12) 9700	
ST. MARTIN (8000)	5000 (9) 7000 ¹	7 • 200, 2 • 300	300 (10) 8000 ²	5300 (11) 8700 ³	5300 (11) 8700 ³	5900 Note	5900 Note	
VERMILION PARISH (9069)	5000 (10) 7200	8 • 200, 2 • 300	5200 (11) 8200	5200 (12) 8800	5200 (12) 8800	5900 (12) 9300	5900 (12) 9300	
VERNON PARISH (7291)	4000 (10) 6000	8 • 200, 2 • 300	4000 (11) 7500	4000 (12) 8200	4000 (12) 8200	5300 (12) 8700	5300 (12) 8700	
MAINE								
BANGOR	4000 (9) 7105	9 • 245	5300 (10) 7305	5880 (9) 8085	5880 (9) 8085	6370 (9) 8575	6370 (9) 8575	
PORTLAND (13,750)	5000 (10) 7500	10 • 250	5000 (12) 8500	5000 (12) 8500	5000 (12) 8500	6000 (14) 9500	6000 (14) 9500	H, M-S, H-M, 50%

¹Takes 10 yrs. NO increment 0-1 yr. ²Takes 11 yrs. NO increment 0-1 yr.
³Takes 12 yrs. NO increment 0-1 yr.

Schedule for Louisiana certified teachers.

*Add \$300 for local supplement.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	INCREMENTS	YEARLY INCREMENT No. of steps	To reach bachelor's maximum	MASTER'S DEGREE PLUS 30 HOURS LINES		MASTER'S DEGREE PLUS 30 HOURS LINES	DOCTOR'S DEGREE PLUS 30 HOURS LINES	REMARKS
				OTHER PLS	BACHELOR'S PLS			
ST. MARY'S CO. (6389)	\$500 \$15	13 • 290		6800 (13) 10,150	7830 (10) 10,730	8410 (10) 11,310		
ALLEGANY CO. (16,424)	\$500 \$15	12 • 170, 11 • 270		6700 (14) 9450	7020 (10) 9720	7830 (10) 10,530	H, MS, 7.5% per inc.	M.A. + 60
ANNE ARUNDEL CO. (59,323)	\$500 \$11	200, 300, 325, 425, 350, 4 • 300, 400, 500					P.T.E. full credit. *Add 600 to B.A. scale for M.A.; add 1100 to B.A. scale for M.A. + 30; add 1600 to B.A. scale for Ph.D.	
BALTIMORE CO. (112,653)	\$500 \$13	300, 400, 2 • 300, 400, 4 • 300, 400, 300, 200, 300		6800 (14) 11,250	8450 (10) 11,850	9050 (10) 12,450	L.I. • 500 in 19th yr. 1M.A. + 60 or equiv.	
CHARLES CO. (9290)	\$500 \$13	100, 260, 11 • 280		6800 (13) 9240	7440 (10) 9740	7940 (10) 10,740		
HARFORD CO. (23,233)	\$500 \$14	14 • 290		6800 (14) 9660	6960 (14) 10,448	6960 (14) 11,832		H, MS, M, 50%
MONTGOMERY CO. (116,788)	\$500 \$12	7 • 353, 352, 4 • 353, 352, 4 • 352		6174 (12) 10,408	6956 (12) 11,528	7056 (12) 11,995	L.I., \$352-470 on 13th step. 1B.A. + 15.	H, MS, L, 50%
PRINCE GEORGES CO. (UPPER MARLBORO) (116,888)	\$500 \$13	268, 464, 348, 6 • 290, 580, 3 • 290		6090 ^{2*} (13) 10,440	6578 (12) 11,680	7076 (13) 12,006	*April '68; 1B.A. + 34; 2B.A. + 15; 3M.A. + 15. H, MS, M, 50% L, 1K salary	H, MS, L, 50%
BOSTON (50)								6800 (12) 10,400
ARLINGTON (10,000)	\$500 \$12	12 • 300						H, MS, L, 50%
BEVERLY (7364)	\$500 \$15	3 • 275, 4 • 300, 3 • 325		5700 ¹ (10) 8,750	6400 (10) 9,400	6700 (10) 9,700	L.I. \$250 after 13, 15, 17 continuous yrs. service in Beverly. 1B.A. + 15.	
MASSACHUSETTS								

SYMBOLS: L.I. = longevity increment; P.G.R. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience
INSURANCE: H = Hospitalization; MS = Major-Surgical; M-M = Medical-Surgical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S INCREMENT No. of steps maximum	YEARLY INCREMENT To reach bachelor's maximum	MASTER'S DEGREE 30 HOURS maximum	MASTER'S DEGREE PLUS 30 HOURS maximum	OTHER BACHELOR'S DEGREE LAWES	MASTER'S DEGREE PLUS 30 HOURS maximum	MASTER'S DEGREE 30 HOURS maximum	DOCTOR'S DEGREE LAWES	REMARKS
BROCKTON (15,682)	\$500 (10) 900	2 e 250, 400, 300, 6 e 350 \$500	6000 ¹ (10) 9300	600 (3) 900	6700 (10) 10,000	600 ² (10) 900	7000 (10) 10,300	H, M-S, M-M, L, \$1416	Effective Sept. 1967 - Aug. '68; L.I. \$100 after 15 yrs., 200 after 20, 300 after 25. 'B.A. + 15; 2M.A. + 15; M.A. + 48; 6900 (10) 10,200.
BROOKLINE (6906)	\$500* (12) 10,033	2 e 342, 343, 4 e 342, 343, 3 e 342, 366	6313* (13) \$915	6726* (14) 11,800	7139 (19) 13,803	H, M-S, M-M, L, 50%	*250 in 16th yr. with additional study allowance. Note: Separate scale for kindergarten (5000-8024) 12-B.A.; (5200-8732) 13-M.A.; (5400-9440) 14-M.A. + 30.		
CAMBRIDGE (11,829)	\$600 (11) 9400	200, 4 e 300, 6 e 400	6200 (11) \$10,000	6600 (11) 10,400	600 ¹ (11) 10,200	600 ² (11) 10,800	7000 (11) 10,800	H, \$15.42 per ms. w/dependent, \$4.91 per ms. ms/dependent, L, .38 per ms. for \$200 policy	'M.A. + 15. Note: Master's assistants in elem. schools receive \$500.
CHICOPEE (12,652)	\$500 (10) 8400	2 e 200, 8 e 300	6000 (11) \$900	6400 (11) 9300	*	*	*	H, M-S, M-M, L, (3000) 50%	P.T.E. max. 9 yrs. merit pay. L.I. 200, 20-25 yrs. \$100 each add. yr. *450 allowance for M.A.; 600 allowance for Ph.D.; Incentive increment \$200 for each 6 s.h.
EVERETT (7195)	\$500 (9) 8600	5 e 300, 1 e 400, 2 e 300	6000	*	*	*	*	H, M-S, M-M 3,90-12.34 per ms. L, .36 ms.	Add. 400 M.A. degree; 600 CAGS; 800 doctorate. L.I. 10,20,30, 40 + \$100. *8950 Sept. '68.
FALL RIVER (12,542)	\$500 (10) \$600*	2 e 200, 5 e 250, 300, 100	6000	2 e 250, 6 e 400	6900 (10) 10,400	6700 ² (10) 10,800 ¹	7400 (10) 11,300	H, M-S, L, 4.55-12.44 per ms.	For all: P.G.R. 6 sem. credits at steps 7, 10. 1M.A. + 36: 6900 (11) 11,000.
FRAMINGHAM (11,812)	\$500 (10) 9300	4 e 250, 6 e 400	6000 (10) 10,400	6900 (10) 10,800 ¹	6700 ² (10) 10,800	7400 (10) 11,300	H, M-S, M-M, L, 50%	Add. \$500 for M.A.	
LAWRENCE (8022)	\$400 (10) 8100	10 e 270	6000	6900 (10) 10,800 ¹	6700 ² (10) 10,800	7400 (10) 11,300	H, M-S, M-M, L, 50%	Add. \$500 for M.A.	
LEXINGTON (8256)	\$5050 (12) 9550	6250 (13) 10,550	6550 (14) 11,550	6850 (15) 12,550	6550 (14) 11,550	6850 (15) 12,550	74, M-S 3.24 or 10.33, L, .34	*Voluntary teacher leadership program reach max. in 1/2 time e 1875 above normal max.	
LOWELL (14,462)	\$5500 (6) \$400	500, 200, 6 e 300	5500 (6) \$400	6300 (6) 8800	6450 (8) 8950	6450 (8) 8950	H, M-S, M-M, L, \$2000, 50%		

SYMBOLS: L.I. = longevity increment; SVC. = service; P.G.R. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.

INSURANCE: H = Hospitalization; M-S = Major Medical; M-M = Medical-Surgical

SCHOOL DISTRICT Average daily membership	BACHELOR'S MINIMUM No. of steps maximum	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S OTHER PLUS 30 HOURS maximum	BACHELOR'S DEGREE 30 HOURS maximum	MASTER'S DEGREE 30 HOURS maximum	MASTER'S PLUSES 30 HOURS maximum	MASTER'S LINES 30 HOURS maximum	DOCTOR'S DEGREE 30 HOURS maximum	INSURANCE Amount paid by employer	REMARKS
LYNN	5800 (10) 8800	10 e 300		6000 (10) 9000	6400 (10) 9400	6800 (10) 9800	H, M-S, L, 50%; accidental death & dismemberment 50%	L.I. \$100 e 15, 20, 25 yrs.		
MALDEN (9351)	5700* (11) 8800	2 e 200, 9 e 300	5800 ¹ (11) 8900	6200 (11) 9500	6400 (11) 9700	6800 (11) 10,100	H, M-S, M-M, L, 50% *B.A. scale as of Jan. '68 (5825-9050) 11.	1B.A. + 15.		
MELROSE (7226)	5700 (10) 8867	238, 268, 267, 268, 267, 268, 321, 321, 374, 375	6100 ¹ (10) 9067	6200 (10) 9167	6500 ² (10) 9567	6700 (10) 9667	H, M-S, 3.78 single 11.81 family, L, 1.00 per mo.	L.I. \$374, 375, 15, 20 yrs. 1B.A. + 60; 2M.A. + 60.		
NEEDHAM (7884)	5900 (11) 9400	2 e 300, 400, 7 e 300, 400		6400 (12) 10,300	7000 ¹ (12) 10,900	7700 (12) 11,600	H, M-S, M-M, L, 50% For all: 3 super max.. steps for \$1400 beyond max. shown. *M.A. + 1 yr.	L.I. \$374, 375, 15, 20 yrs. 1B.A. + 60; 2M.A. + 60.		
NEW BEDFORD (15,234)	5500 (10) 8500	10 e 300	5600 ¹ (10) 8600	5800* (10) 8850	5900 (10) 8900	6100* (10) 9100	H, M-S, 2.47 or 7.81 per mo., L, .68 per mo. *As of Jan. '68. Add. \$200 to M.A. scales, 400 to Ph.D. scales. P.G.R. 2 s.h. every 3 yrs. 1B.A. + 15.	L.I. 200, 20 yrs. SVC. *As of Jan. '68. Add. \$200 to M.A. scales, 400 to Ph.D. scales. P.G.R. 2 s.h. every 3 yrs. 1B.A. + 15.		
NEWTON (18,162)	6000 (13) 10,150	2 e 250, 4 e 350, 7 e 350		6400 (13) 10,900	6700 ¹ (13) 11,200	7100 (14) 12,000	H, M-S, L, 50% 6 step extended maximum \$1400 - \$2000 beyond max. shown may be reached with superintendent's recommendation. 1M.A. + 1 yr.	6 step extended maximum \$1400 - \$2000 beyond max. shown may be reached with superintendent's recommendation. 1M.A. + 1 yr.		
PEABODY (8961)	5700 (10) 8450	10 e 275	5975 ¹ (10) 8725	6250 (10) 9000	6800 (10) 9550	6325 ² (10) 9275	H, M-S, M-M, L, 50% * \$600 for M.A., 1300 for Ph.D.	L.I. \$200, 20, 25, 30 yrs. 1B.A. + 15; 2M.A. + 15; 3M.A. + 45. * \$600 for M.A., 1300 for Ph.D.		
PITTSFIELD (12,302)	5800 (11) 8671	11 e 261		*	*	7075 ³ (10) 9825	L .78 per mo., M-M, 5.12 single, 16.08 family monthly.	L .78 per mo., M-M, 5.12 single, 16.08 family monthly.		
QUINCY	5900 (10) 9086	a.u.	6077 (10) 9263	6254 (11) 9794	6431 (11) 9971	6608 (11) 10,502	K, M-S, 50%, L \$2000, accidental death & dismemberment \$2000, 50%	K, M-S, 50%, L \$2000, accidental death & dismemberment \$2000, 50%		
SALEM (AFT) (5775)	5850 (10) 8500	400, 9 e 250	6100 ¹ (10) 8750	6400 (10) 9050	6900 (10) 9550	6630 ² (10) 9300	H, M-S, L \$2000, 50% 1B.A. + 15. 2M.A. + 15; M.A. + 45: 7150 (10) 7900.	1B.A. + 15. 2M.A. + 15; M.A. + 45: 7150 (10) 7900.		

SYMBOLS: L.I. = Longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SYMBOLS: L.I. = longevity increment; SVC. = service; P.G.R. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	BACHELOR'S DEGREE	MASTER'S PLUS	MASTER'S DEGREE	OTHER	DOCTOR'S	INSURANCE	REMARKS
Average daily membership	No. of steps to reach bachelor's maximum	30 hours	30 hours	30 hours	30 hours	Degree	Amount paid by employer	
SOMERVILLE (12,945)	5700 (9) ¹ 9200	2 e 300, 6 e 400, 500		6200 (9) 9700	6500 (9) 10,000	6300 ² (9) 9800	H, 4.38 to 13.73, L 1.14 6400 (9) 9900.	P.G.R. 6 hrs. at step 7, 4 hrs. at step 8; M.A. + 10; M.A. + 20;
SPRINGFIELD (21,234)	5600 (9) 8450	9 e 350	5800 (10) 8950	6100 (10) 9450	6600 (10) 9950	7100 (10) 10,450	H, 2.48 ind., 8.04 fam., M-S 1.02 in., 3.51 prolong. illness .27, .50, L 1.00, accidental death & dis- memberment .07 (monthly rates)	*Service max. in 11th yr. e \$350; P.T.E. max. 10 yrs.
WALTHAM (9041)	5400 (10) 8750	250, 300, 400, 3 e 325, 400, 325, 325, 375		5700 (10) 9250	5900 (10) 9250	6800 (10) 10,150	H, M-S, M-M, L, 50%	
WATERTOWN (6,68)	5600 (9) 9200	9 e 400		6100 (9) 9700	6600 (9) 10,200	6350 ¹ (9) 9950	H, M-S, L, 50%	M.A. + 15; P.G.R. 3 credits s. 3-6-9.
WESTFIELD (6258)	5500 (11) 8650	2 e 275, 440, 4 e 220, 430, 230, 2 e 330		6050 (11) 9240	6490 (11) 9680	6710 ¹ (11) 9909	H, M-S, M-M, L, 50%	CAGS.; P.G.R. 6 s.h. every 5 yrs.; L.I. \$200 every 3rd yr. on max.
WELLESLEY (6200)	5800 (11) 9400	5 e 300, 2 e 325, 2 e 350, 2 e 375		6200 (13) 10,500	6600 (15) 11,750	6930 (11) 10,120	H, M-S, M-M, L, 50% 50%	L.I. super max. based on merit 3 of \$500 each.
WEYMOUTH (12,000)	5700 (11) 8850	8 e 300, 2 e 200, 350		6100 (11) 9250	6500 (11) 9650	6900 (11) 10,050	H 2.14 M-S .95 M-M .31 L .64	P.G.R. 2 s.h. every 3 yrs.; L.I. \$100 e 20th yr.
WORCESTER (29,596)	5500 (9) 9000	2 e 250, 750, 6 e 375		*	*	*	H, M-S, M-M, L, 50%	*Add. \$600 for M.A.; 300 for M.A. + 30; 300 for Ph.D.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM	INCREMENT No. of steps	TO reach Bachelor's maximum	BACHELOR'S OTHER PLUS 30 HOURS	MASTER'S DEGREE PLUS 30 HOURS	MASTER'S 30 HOURS	OTHER LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
MICHIGAN										
DETROIT (50)										
ALLEN PARK (6730)	6150 (10)	2 e 250, 2 e 270 2 e 300, 1 e 400 2 e 600, 1 e 610			6900 (10) 10,900					H, M-S, M-M, \$23.40 per mo., L \$56 per yr. (3000 pol.)
ALPENA (7177)	6100 (7)	3 e 274.50, 3 e 305, 335.50	6405 (11) 9882	6283 ¹ (10) 9394	6588 (11) 10,065 -	6893 (12) 10,736		7076 (12) 10,919		H \$15
AVONDALE (3400)	5600 (10)	4 e 280, 3 e 392, 432, 352, 392		5992 ¹ (10) 9464	6440 (10) 10,248	7392 (10) 11,200	6880 ² (10) 10,640			¹ B.A. + 15;
BATTLE CREEK (11,480)	6000 (11)	10 e 330, 1 e 350			6400 (11) 10,720	6700 (11) 11,020	7000 ¹ (11) 11,320	7300 (11) 12,620		H, M-S, M-M, \$184.08 per yr., L 25.88 prem. of $\frac{1}{2}$ bal.
BAY CITY (15,300)	6200 (12)	298, 303, 2 e 298, 297, 304, 298, 297, 304, 298, 297, 304			6901 (13) 10,633					H, M-S, \$22
DEARBORN (AFT) (22,401)	6380 (10)	6 e 375, 3 e 400, 1 e 290			7000 (12) 11,750	7350 (12) 12,000				H, 14.52, M-S 7.21, M-M 2.05, L 6.15 N.C. rider .85 (100% ea.)
DEARBORN TOWNSHIP S.D. #8 (6053)	6206 (10)	200, 5 e 300, 2 e 400, 500, 400			6800 (11) 10,500					H, M-S, M-M, L, 100%
EAST DETROIT (AFT) (12,000)	6300 (10)	250, 8 e 300, 450		6500 ¹ (10) 9600	6650 (10) 11,100	7150 (10) 11,600	6800 ² (10) 11,350	8000 (10) 13,000		H, M-S, M-M, L, \$2000, 100% pol.
FERNDALE (8280)	5800 (10)	250, 275, 2 e 300					6425 (10) 10,400			H, M-S, 100%, L \$2500
FITZGERALD	6550 (9)	2 e 350, 375, 2 e 425, 450					7054 (10) 11,641	7486 ¹ (10) 12,209	7991 (10) 12,798	¹ Ed. spec.
	10,545	3 e 393, 425, 426, 459, 458, 459, 579								

SYMBOLS: L = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	BACHELOR'S DEGREE PLUS. 30 HOURS LANES	MASTER'S DEGREE PLUS. 30 HOURS LANES	MASTER'S OTHER DEGREE 30 HOURS LANES	DOCTOR'S DEGREE 30 HOURS LANES	INSURANCE Amount paid by employer	REMARKS	
Average daily membership	No. of steps To reach bachelor's maximum							
FLINT (45,744)	60.50 (12) \$575	236, 245, 255, 265, 275, 286, 297, 308, 320, 333, 346, 359	6292 (12) 9958	6544 (12) 10,356	7078 (12) 11,204	6006 ² (12) 10,771	7361 (12) 11,650	H, M-S, M-M, \$200 per yr.; L \$50 per yr.
FRANKENMUTH (940)	60.10 (11) 8542	7 e 220, 4 e 248	6160 ¹ (11) 8692	6410 ² (11) 8942	6820 (11) 10,230	7440 (11) 11,780	7130 ² (11) 11,470	H, M-S, 50%; time loss 5% ¹ B.A. + 15; ² or B.A. + 35.
GARDEN CITY	62.00 (10) 9920	8 e 310, 2 e 620	6510 ¹ (10) 10,230	6820 (11) 11,160	7440 (11) 11,780	7130 ² (11) 11,470	L, M-S, M-M, H, 100%	 ¹ B.A. + 15; ² M.A. + 15.
GROSSE POINTE (12,287)	61.00 (11) 10,004	244, 771, 5 e 305, 4 e 366	*	6710 (12) 11,438				Note: Ed.S. 930 above M.A.; doctorate 1,240 above M.A.; P.T.E. full credit max. 10 yrs.
HAZEL PARK	64.00 (9) 10,378	9 e 442	6784 ¹ (9) 10,762	7168 (9) 11,146	7808 (9) 11,786	7488 ² (9) 11,466	8448 (9) 12,426	H, M-S, M-M, 100% incl. family, L 5000, 100%
HEINTZEN (AFT) (3984)	61.00 (10) 9800	3 e 300, 3 e 350, 2 e 400, 450, 500	6300 ¹ (10) 10,000	6200 ² (10) 9900	6550 (10) 10,600	6750 ³ (10) 11,050	7000 (10) 10,800	H, M-S, M-M, for 1 person A.U.; L, \$5000 in lieu of hosp. ins.
IRONWOOD (740)	55.00 (11) 7216	137, 140, 144, 148, 151, 155, 159, 163, 167, 171, 176		5800 (11) 7858			6000 (11) 8129	H, M-S, M-M, full comp.
JACKSON (14,064)	57.00 (11) 9149	6 e 314, 5 e 313 alternately		6099 ¹ (11) 9985	6498 (11) 10,824	6807 ² (11) 11,662	7296 (11) 12,500	H, M-S, M-M, & 33 per mo., or 30 hrs. graduate work; ² M.A. + 60 hrs. L, 1.76 per mo.
KALAMAZOO	60.00 (11) 9200	11 e 300		6300 (13) 10,200	6600 (13) 10,500	6900 (13) 10,800	\$160 per yr. applied as teacher desires	L.I. \$100 after 20 yrs.
LAKEVIEW (7620)	63.50 (11) 9419	11 e 279		5320 (12) 10,306	7290 (12) 11,370	7760 (12) 11,840	H, M-S, M-M, L \$3000 term, 100%	

SYMBOLS: L.I. = longevity increment; SYC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM	INCREMENTS	OTHER PLUS 30 HOURS	MASTER'S DEGREE BACHELOR'S DEGREE LAMES	MASTER'S PLUS 30 HOURS	MASTER'S DEGREE LAMES	DOCTOR'S DEGREE LAMES	MAINTENANCE AMOUNT PAID BY EMPLOYER	REMARKS
Average daily membership	No. of steps maximum	To reach bachelor's maximum							
LANSING (31,214)	6100 (10) 9750	244, 3 e 366, 427, 2 e 366, 427, 2 e 366	6344 ¹ (11) 10,370	7076 ² (12) 11,590	7564 (12) 12,290	\$20 per mo. for H, MS, M, M combination of teachers' choice	P.G.R. e steps 3, 6, 9; Super max. steps (self-improvement program) \$300 e step 17 for B.A. and B.A. + 23; \$300 e steps 16, 19, 22, 25, for all others. ¹ A.B. + 23; ² M.A. + 45.		
LIVONIA	5700 (9) 9035	370, 2 e 371, 370, 371, 370, 371, 370, 371	6270 (9) 9905	*		H, MS, MM, 100%	*Additional training levels 30 s.h. M.A. sched. +300; Ed.S. or equiv. M.A. sched. +600; doctorate M.A. sched. +900.		
MELVINDALE (5459)	6361 (9) 16,100	2 e 325, 4 e 350, 400, 500, 550	6450 ¹ (9) 10,600	7033 (5) 11,100	7700 (9) 13,100	H, MS, MM, \$300, L \$5000	L.I. 15 yrs. in system \$100. ¹ B.A. + 16; ² Ed.S. or 2nd M.A.		
MIDLAND (11,884)	6280 (6) 7440	4 e 310	6510 ¹ (11) 10,091	7130 ³ (11) 10,571	7440 ⁴ (11) 11,532	H, MS, MM, \$155, L \$30	¹ B.A. + 15; ² or B.A. + 30; ³ M.A. + 15; ⁴ or M.A. + 30. P.T.E. max. 9th step. L.I. \$130 e 15, 20, 25, 30, 35, 40 yrs.		
MT. CLEMENS COMM. S.D. (6293)	6291 (11) \$558	245, 255, 264, 275, 285, 297, 308, 320, 333, 346, 359	7045 (11) 10,732		8530 (11) 12,507	MM, MS, MM, 100%	L.I. 2% of B.A. or M.A. base in 20th yr.		
OAK PARK (AFT) (6772)	6400 (10) 10,200	250, 275, 325, 375, 350, 375, 425, 450, 475, 500	6800 (10) 11,300	7075 (10) 11,850	7375 (10) 12,350	H, full A.U., L \$5000	L.I. \$500 14, 19 yrs.		
PLYMOUTH (7055)	5650 (10) 9100	250, 300, 330, 325, 350, 350, 375, 375, 400, 425	6150 (11) 10,100	6743 (11) 10,693	6331 ¹ (11) 10,200	H, MS, MM, 100%	¹ M.A. + 10; M.A. + 20: 6546 (11) 10,495; \$16.95 am hr. per yr. for add. graduate hrs.		
PONTIAC (23,425)	6220 (10) 10,125	312, 313, 312, 313, 312, 2 e 375, 2 e 500, 563	6750 (10) 11,590	7062 (10) 12,125	7406 (10) 12,750	H, MS, MM, \$100, L \$300			
PORTAGE (9245)	6100 (11) 9455	11 e 305	6500 (13) 10,465	6900 (13) 10,865		H, MS, MM, \$100 or \$300	P.T.E. full credit max. step 7.		
PORT HURON	5950 (10) 2015	121, 304, 301, 303, 423, 303, 302, 303, 302, 303	6534 (10) \$62	7073 ¹ (10) 10,465	7684 (10) 11,193		¹ Specialist. Health \$120 per yr.		

SYMBOLS: L.I. = longevity increment; SVC. = service; P.G.R. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience

INSURANCE: H = Hospitalization; MS = Medical-Surgical; MM = Major Medical;

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	MASTER'S DEGREE PLUS 30 HOURS 30 HOURS maximum	MASTER'S OTHER DEGREE BACHELOR'S DEGREE 30 HOURS LANES	DOCTOR'S DEGREE BACHELOR'S DEGREE 30 HOURS maximum	REMARKS
REDFORD UNION (9877)	6050 (9) 9735	333, 351, 369, 393, 411, 436, 460, 484, 508	6522 (9) 10,668	H, M.S., M.M. \$242 per yr. + 15%.	
ROSEVILLE (AFT) (14,054)	6300 (9) 9900	2 e 300, 5 e 400 2 e 500	6800 (9) 10,900	7000 (9) 11,500	H, M.S., M.M. \$25, L 322 per yr.
ROYAL OAK (19,900)	6350 (5) 10,000	235, 270, 315, 355, 400, 445, 490, 540, 500	6575 ¹ (9) 10,500	6855 ² (6) 11,000	¹ B.A. + 20; ² or B.A. + 30; ³ M.A. + 45.
SAGINAW (22,576)	6200 (12) 9746	7 e 273, 272, 3 e 273, 545	6555 (12) 10,715	7130 (12) 11,805	H, M.S., M.M. 100%, \$24
SOUTHFIELD (14,241)	6300 (10) 10,143	3 e 315, 3 e 278, 442, 3 e 441	6741 (11) 11,325	7182 (12) 12,569	H, 100%, L 2800 pres.
SUMPTER-BELLEVILLE	6000 (9) 9600	9 e 400	6400 (9) 10,000	6400 (9) 11,300	¹ \$100 per yr. ² L.I. \$300 after reaching max. at beginning of each 3 yr. period. ³ \$13.33 per sem. hr. per yr. for each hr. after B.A.
TAYLOR (AFT) TWSP.	6300 (8) 10,300	8 e 500	6800 (9) 11,300	7300 ¹ (9) 11,800	H, M.S., M.M. 80%, L, \$300 pres.
UTICA (13,900 est.)	6200 (10) 10,999	310, 326, 341, 359, 377, 396, 415, 436, 458, 481	6417 ¹ (10) 10,453	6851 ² (10) 10,906	¹ Pre-doctorate. ² M.A.U.
VAN BUREN (5732)	6000 (9) 9600	240, 200, 420, 5 e 480, 540	6300 ¹ (9) 10,140	7200 ³ (10) 10,900	¹ B.A. + 15; ² M.A. + 15.
VAN DYKE (AFT) (7080)	6500 (9) 10,800	8 e 448.50, 513	6818 ¹ (9) 10,819	7774 (9) 11,236	H, M.S., M.M. 100% incl. H, M.S., L 3000, 100%; Health \$100,000, 100%

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
 INSURANCE: H = Hospitalization; M.S. = Medical-Surgical; M.M. = Medical-Medical; L = Major Medical; S = steps.

SCHOOL DISTRICT	BACHELOR'S INCREMENT	YEARLY INCREMENTS	MASTER'S PLUS 30 HOURS	OTHER BACHELOR'S PLACES	BACHELOR'S LANES	DOCTOR'S DEGREE	REMARKS
WALLED LAKE (8334)	\$630 (11)	\$630 (11)	6604 ¹ (11) 10,795	6604 ¹ (11) 11,117	6604 ¹ (11) 11,557	7112 ³ (11) 11,557	'Ed.S. or 2nd M.A. or M.A. + 40. P.T.E. max. 7 yrs. ¹ B.A. + 20; ² M.A. + 15; ³ P.T.E. (6650-11,039) 11 as of Jan. 1968.
WARREN	\$630 (11)	\$630 (11)	6604 ¹ (11) 10,795	6604 ¹ (11) 11,117	6604 ¹ (11) 11,557	7112 ³ (11) 11,557	L.I. 475 after 12 yrs. for M.A. up to education specialist; \$495-\$565 after 12 yrs. and \$525-\$590 after 15 yrs. for ed. sp. and beyond. ¹ B.A. + 10; ² B.A. + 20; ³ M.A. + 20, 6300(9)9625; ed.sp. 6500(9)10,030.
WATERFORD TOWNSHIP (15,400)	\$630 (11)	\$630 (11)	6604 ¹ (11) 10,795	6604 ¹ (11) 11,117	6604 ¹ (11) 11,557	7112 ³ (11) 11,557	L.I. \$610 of 20 yrs. in system; ¹ M.A. + 20. Also: M.A. + 10 e (6722-10,858) 10.
WAYNE (18,841)	\$630 (11)	\$630 (11)	6604 ¹ (11) 10,795	6604 ¹ (11) 11,117	6604 ¹ (11) 11,557	7112 ³ (11) 11,557	L.I. \$610 of 20 yrs. in system; ¹ M.A. + 20. Also: M.A. + 10 e (6722-10,858) 10.
WYANDOTTE (8623)	\$630 (11)	\$630 (11)	6604 ¹ (11) 10,795	6604 ¹ (11) 11,117	6604 ¹ (11) 11,557	7112 ³ (11) 11,557	L.I. \$610 of 20 yrs. in system; ¹ M.A. + 20. Also: M.A. + 10 e (6722-10,858) 10.
WYOMING (7600)	\$630 (11)	\$630 (11)	6604 ¹ (11) 10,795	6604 ¹ (11) 11,117	6604 ¹ (11) 11,557	7112 ³ (11) 11,557	L.I. \$610 of 20 yrs. in system; ¹ M.A. + 20. Also: M.A. + 10 e (6722-10,858) 10.
MINNESOTA							
MINNEAPOLIS (50) ST. PAUL (50)							
ALEXANDRIA (1537)	\$630 (11)	\$630 (11)	5400 ¹ (12) 8340	5400 ¹ (12) 8340	\$100 for 6 credits up to \$400	5400 ¹ (12) 8340	L.I. \$100 at 16, 19, 22 yrs. ¹ B.A. + 15; ² B.A. + 45; 6050 (11) 10,714; ³ or M.A. + 15 in field; ² or M.A. + 15 in field; M.A. + 30 in field: 6882 (11) 12,184; ¹ M.A. + 45 in field: 7049 (11) 12,472; M.A. + 60 in field: 7215 (11) 12,770
ALBERT LEA (6659 ADA)	\$630 (11)	\$630 (11)	4 e 275, 8 e 300	4 e 275, 8 e 300	\$100 for 6 credits up to \$400	5717 ¹ (11) 10,117	6716 ² (11) 11,886
ANOKA-HENNEPIN (22,100)	\$630 (11)	\$630 (11)	11 e 389	11 e 389			

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS No. of steps To reach bachelor's maximum	BACHELOR'S DEGREE PLUS LINES	OTHER BACHELOR'S DEGREE PLUS LINES	MASTER'S DEGREE PLUS HOURS	DOCTOR'S DEGREE plus hours	REMARKS
INDEPENDENT S.D. # 691	5425 (12)	5 e 250, 6 e 300 1 e 350	5675 (12) 9075	5550 ¹ (12) 8950	6175 (12) 9575	H, M-S, M-M 11.41. L 84.93
AURORA HOYT LAKES (2571)						¹ B.A. + 15; 26 yr. of M.A. + 45. Also: 5 yr. or B.A. + 45 (5800 - 9200) 12; M.A. + 15 (6050 - 9450) 12; L.I. \$200 s. 15, 100 e s. 20 (applies only to teachers who are residents of the district).
AUSTIN (7911)	5500 (12) \$0.40	12 e 295	5800 ¹ (12) 9496	6000 (12) 10,008	6392 ² (12) 10,708	H, M-S, M-M, 32.95. 244.23 per yr. = 100%
BLOOMINGTON (20,118)	5690 (11) 10,136	280, 280, 336, 392, 448, 3 e 504, 448, 448, 392	5843 ¹ (11) 10,575	6328 ³ (11) 11,789	6650 ³ (11) 12,307	¹ B.A. + 20; B.A. + 40: 6086 (11) 11,016; ² or B.A. + 60; ³ M.A. + 25; M.A. + 50; M.A. + 75; 7294 (11) 13,712.
COLERAINE (2478)	5400 (12) 8700	10 e 330	5800 ¹ (10) 9100	5600 ¹ (10) 8900	6402 ² (10) 9700	H 118.00-230.16 per yr. L 44.16 per yr.; health and accident 74.88 per yr.
COLUMBIA HTS. I.S.D. #13 (7162)	5600 (12) \$938	12 e 31	6050 (12) 10,506	5700 ¹ (12) 10,068	6299 (12) 11,304	H, M-S, M-M, 120 yr., income protection 100% per yr.
CROSBY (1390)	5300 (12) 8162	6 e 239, 6 e 238 alternately	5512 (12) 8374	5406 ¹ (12) 8268	5936 (12) 8798	H, M-S, M-M, 3180 per yr. ¹ B.A. + 15; 5 yrs.: 5618 (12) 8480.
DULUTH (22,265)	5600 (11) 9350	2 e 250, 3 e 300, 3 e 350, 2 e 400, 500	5850 (11) 9500	6250 (11) 10,708	6950 (12) 11,822	P.G.R. 6 q. hrs. every 6 yrs.; P.T.E. max. 5 yrs.; ¹ B.A. + 15; ² M.A. + 15. L.I. \$100 e 15 & 20 yrs.; P.T.E. max. 5 yrs.; ¹ B.A. + 15; ² M.A. + 15.
EDINA (10,191)	5600 (10) 9100	252, 280, 332, 420, 3 e 448, 420, 392	6000 ¹ (11) 10,144	5800 ² (11) 9944	6300 (11) 11,813	¹ B.A. + 15; 6/66- \$168 after 5 yrs. e B.A. max., no others. L.I. if aged 50 e 6/66- \$168 after 5 yrs. e B.A. max., no others. ¹ B.A. + 36; ² B.A. + 18; ³ M.A. + 36; ⁴ M.A. + 50 or 6 yrs.: 8200 (10) 12,997; ⁵ 7 yr. 8200 (10) 12,997; ⁵ 7 yr.
HIBBING (5814)	5300 (11) 8758	11 e 318	5618 (11) 9116	5636 (11) 9554	H, M-S, M-M, 32.95. L 44.16, L 48.32	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT BACHELOR'S YEARLY INCREMENTS
AVERAGE DAILY No. of steps To reach bachelor's maximum

	BACHELOR'S PLUS 30 HOURS	OTHER BACHELOR'S DEGREE LANES	MASTER'S PLUS 30 HOURS	MASTER'S DEGREE LANES	MASTER'S DEGREE 30 HOURS	MASTER'S DEGREE LANES	MASTER'S DEGREE 30 HOURS	MASTER'S DEGREE LANES	DOCTOR'S DEGREE 30 HOURS	DOCTOR'S DEGREE LANES	REMARKS
HOPKINS	\$600 (11) \$950	2 e 250, 500, 2 e 315, 4 e 425, 2 e 450	6010 (11) 10,630	6230 ¹ (11) 10,960	6810 (11) 12,380	703 ² (11) 12,710	7500 (11) 13,410	H, M-M, 65% of prec., net to exceed \$200 for fam. plan and \$111, single, M-M, if 100% only plan accepted, income disabili- ty \$375 (max. \$35), L, \$200 policy prem.	¹ B.A. + 45; ² M.A. + 45. Also: 5800-10,310 (11) B.A. + 15; 6600-12,050 (11) M.A. + 15. 7260-13,050 (11) Ed. Spec. Dependency allowance: \$300 above until max. is reached yr. after max. \$100 above (this applies only to those hired prior to 1965-66 school yr.). P.T.E. credit max. 5 yrs.		
MANKATO (7153)	\$489 (12) \$234	12 e 324,	5724 (12) 9612	5734 ¹ (11) 3640	5597 ² (11) 9315	6138 (11) 11,900	6404 (12) 10,422	H, M-S, M-M, \$100 per yr.	¹ B.A. + 26; ² B.A. + 9, B.A. + 43: 6002 (11) 10,506		
MINNETONKA (7508)	\$509 (11) \$940	100, 234, 337, 275, 388, 500, 505, 56, 330, 325, 490	5720 (12) 6690	5935 (12) 7255	6190 (12) 9790	6138 (12) 12,400	H, M-S, M-M, 100% protection 100%	H, M-S, M-M, 100% protection 100%			
MOORHEAD (6000 est.)	\$338 (12) \$120	12 e 235	5720 (12) 6690	5935 (12) 7255	6190 (12) 9790	6138 (12) 12,400	H, M-S, M-M, 100% protection 100%	H, M-S, M-M, 100% protection 100%			
MOUNDS VIEW (10,807)	\$560 (12) \$950	250, 4 e 300, 7 e 350	5900 ¹ (12) 10,550	6150 ² (12) 11,050	6700 ³ (12) 11,850	6882 (12) 11,938	7548 (12) 13,932	H, M-S, M-M, 20,44, L, 1.5% license protection .51 per \$100 salary	¹ B.A. + 24; ² B.A. + 45; ³ M.A. + 24; ⁴ M.A. + 45. Also: (6216-10,932) B.A. + 45; (7104-12,936) M.A. + 45.		
NASHWAUK- KEEWATIN	\$250 (10) \$800	10 e 325	5550 (10) 8800	5550 ¹ (10) 8800	5550 ² (10) 8800	5550 ³ (10) 8800	5550 ⁴ (10) 8800	H, M-S, M-M, 20,44, L, 1.5% license protection .51 per \$100 salary	H, M-S, M-M, 20,44, L, 1.5% license protection .51 per \$100 salary		
N. ST. PAUL MAPLEWOOD #622 (10,127)	\$560 (12) \$433	12 e 324	5934 (12) 9936	5772 ¹ (12) 9936	6882 (12) 12,438	6882 (12) 11,938	6700 ² (12) 11,575	H, M-S, M-M, 20,44, L, 1.5% license protection 100%	¹ B.A. + 15; ² M.A. + 15. Also: (6216-10,932) B.A. + 45; (7104-12,936) M.A. + 45.		
OSSEO	\$740 (13) \$967	13 e 319	5900 (13) 10,180	5900 ¹ (13) 10,180	6700 ² (13) 11,575	6700 ³ (13) 11,575	6700 ⁴ (13) 11,575	H, M-S, M-M, 20,44, L, 1.5% license protection 100%	H, M-S, M-M, 20,44, L, 1.5% license protection 100%		
PROCTOR (3000 est.)	\$338 (12) \$100	250, 260, 270, 3 e 285, 3 e 295, 3 e 330	5550 ¹ (12) 9610	5550 ² (12) 9610	6100 (12) 9610	6100 (12) 9610	6100 (12) 9610	¹ B.A. + 45.	¹ B.A. + 45.		

SYMBOLS: L.I. = Longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience.
INSURANCE: H = Hospitalization; M-S = Major Medical; M-M = Medical-Surgical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S INCREMENT No. of steps maximum	YEARLY INCREMENT To reach bachelor's maximum	SENIORS, OTHER PLS	BACHELOR'S PLS 30 HOURS	MATR'S DEGREE 30 HOURS	DOCTOR'S DEGREE 30 HOURS	REMARKS
RICHFIELD (11,160)	2 e 280, 2 e 392, 7 e 448	300 (11) 10,520	6100 ¹ (11) 10,980	6640 (11) 12,352	7040 ³ (11) 13,096		P.T.E. max. 4 yrs. merit rating; ¹ B.A. + 45; ² M.A. + 45; ³ M.A. + 60. Also: (5750-10,305) B.A. + 15; (6300-11,340) B.A. + 60; (6490-12,044) M.A. + 15.
ROBBINSDALE I.D.S. #281 (24,932)	2 e 315, 375, 6 e 420, 2 e 280	315 (11) 11,400	5755 ¹ (11) 10,240	6665 (11) 11,930	7300 (11) 12,565		¹ B.A. + 15; ² M.A. + 15. Also: (8070-10,555) B.A. + 45; (6820-12,085) M.A. + 45; (6980-12,245) M.A. + 60; L.I. • \$200, 15, 20, 25 yrs. P.T.E. max. 4 yrs.
ROSEVILLE (11,642)	3 e 280, 3 e 392 6 e 336	304 (12) 10,416	5824 ¹ (12) 10,024	6664 ² (12) 11,704	7056 (12) 12,264		¹ B.A. + 15, B.A. + 45; 6272 (12) 10,976; ² M.A. + 23; ³ M.A. + 45.
ST. CLOUD (8888)	12 e 315	5365 (12) 9449	5770 ¹ (12) 9718	6250 (12) 10,690	6667 ³ (12) 12,342		¹ B.A. + 45; ² M.A. + 15.
ST. LOUIS PARK (10,935)	235, 245, 485, 355, 375, 390, 415, 440, 285, 470, 505	5800 (10) 10,555	5730 ¹ (10) 10,315	6650 (10) 12,375	7500 (10) 13,955		¹ B.A. + 15, B.A. + 45; 6020 (10) 11,070; B.A. + 60; 6180 (10) 11,500. ² M.A. + 15, M.A. + 45; 6865 (10) 12,770; M.A. + 60; 7020 (10) 13,065.
SOUTH ST. PAUL (5704)	8 e 499, 497	6000 (9) 10,725	6150 ¹ (9) 10,993	6600 (9) 11,946	6668 ³ (9) 12,432		¹ B.A. + 15; 2 or 5 yrs. M.A. in field 6272 (11) 11,648; ² M.A. + 15. Also: 7040, 75,51-18 per yr., ³ \$1B.A. + 45. 73,65, 81,61 per yr.; insurance protection 13,35 per yr.
WAYZATA	2 e 336, 504, 3 e 336, 504, 4 e 448	5336 (11) 10,416	5768 ¹ (11) 10,248	6608 (11) 12,432	6944 (11) 13,216		¹ P.G.R. 6 quarter credits in first 4 yrs. and each succeeding 4 to qualify for increments; ² B.A. + 60; ³ P.G.R. 6 quarter credits during first 5 yrs. and each succeeding 5 to qualify for increments; ⁴ M.A. + 45.
WHITE BEAR LAKE (9688)	285, 285, 310, 310, 335, 335, 350, 350, 375, 400, 425	5336 (12) 10,555	6090 ² (12) 10,980	6580 (12) 11,770			
MISSISSIPPI							
BILOXI (8703)	10 e 80	4800 (10) 5700					P.T.E. 1-5 yr. full credit; 6-10 yrs. 1/2 credit to 10; 20+ yrs. .. credit. Note: \$200 add. for males; \$200 add. Ph.D. or Ed.D. L.I. • \$80 B.A. + \$90 M.A. on 12, 15, 20, 25 yrs.
JACKSON	13 e 176	5456 (17) 8448					P.G.R. 6 s.h. every 4 yrs. P.T.E. may 5 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 H-S = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S	YEARLY INCREMENT	MASTER'S INCREMENT	MASTER'S DEGREE	MASTER'S DEGREE	DOCTOR'S DEGREE	INSURANCE	REMARKS
Average daily membership	No. of steps	To reach bachelor's maximum	No. of steps	30 HOURS	30 HOURS	30 HOURS	Amount paid by employer	
QUITMAN COUNTY (MARKS) (4960)	3700 (6)	6 + 100			4000 (9)		None	
MISSISSIPPI								
KANSAS CITY (50)								
ST. LOUIS (50)								
COLUMBIA (8500); 600	5000 (11)	2 • 100, 300, 2 • 100, 200, 2 • 100, 200, 2 • 100	5200 ¹ (12) 7000	5800 (14)	6100 ² (15) 8300	5800 (14)	None	P.T.E. full credit to 3 yrs., then 2 for 1 to 7 yrs. max. of 5 step on scale. 150 hrs. incl. B.A.; 2M.A. + 60.
FERGUSON- FLORISSANT (15,349)	5700 (21)	11 • 270, 10 • 108	5970 ¹ (22) 10,290	6240 (23) 10,800	6780 (25) 11,910	6500 ² (24) 11,370		P.T.E. full credit max. 5 yrs.; merit rating to adv. from s. 11(B.A.), s. 13 (M.A.), s. 15 (M.A. + 30); 1M.A. + 15; 2M.A. + 15.
HAZELWOOD (15,649)	5700 (15)	2 • 320, 315, 320, 7 • 200, 195, 3 • 200	6215 (20) 11,400					L.I. after 5 continuous yrs. \$250 above schedule.
INDEPENDENCE (637)	5300 (6)	239, 238, 4 • 265	5539 ¹ (6) 7076	5777 (7) 7356	6033 ² (8) 7214	5777 (7) 7356		¹ B.A. + 16 and M.A. candidacy to be completed in 3 yrs. 2M.A. + 18 hrs. in field.
KIRKWOOD (9581)	5200 (12)	232, 4 • 290, 3 • 348, 4 • 406	5816 (12) 9976	6264 (12) 10,800	5570 (4) 11,368	7382 ² (6) 11,134	11,890 (1) 12,412	¹ B.A. + 15; 2M.A. + 15; M.A. + 60; 10,846 (2) 11,890.
LINDBERGH (10,172)	5000 (10)	5 • 266, 4 • 265	6105 ¹ (12) 9620	6631 (12) 11,903	6829 ² (11) 929	7847 ³ (10) 11,800		¹ B.A. + 138 hrs., 5 yr. cert.; 2B.A., 150 hrs., 2 yrs. exp., life cert.; 3M.A., 180 hrs. 3 yrs. exp., life cert.
NORMANDY (7188)	5000 (10)	10 • 336	5909 ¹ (10) 8620	6109 (11) 11,472	6720 ² (12) 11,424	7392 (12)	7392 (12) 12,566	¹ Cumulative hrs. beyond B.A.; 2180 hrs.
PARKWAY (11,500)	5000 (11)	2 • 250, 9 • 200	6000 ¹ (11) 8400	6360 (12) 9600	6500 (12) 10,200	6600 ² (12) 10,500		P.G.R. 3 units in-service credit within first three yrs. and each three yrs. thereafter to receive increments; 1B.A. + 15; 2M.A. + 15.

SYMBOLS. L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; MS = Medical-Surgical; MA = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S	YEARLY INCREMENT	MASTER'S	MASTER'S BACHELOR'S	OTHER DEGREE	DOCTOR'S DEGREE	MASTER'S PLUS 30 HOURS LAWES	MASTER'S BACHELOR'S LAWES	REMARKS
MISSOURI	No. of stops maximum	To reach bachelor's maximum							
PATTONVILLE (MD. HEIGHTS.) (916)	5700 (9)	9 • 250	1000 ¹ (12)	5900 ² (11)	6500 (13)	6500 (15)	6500 (15)	6500 (15)	1 ¹ B.A. + 24; ² B.A. + 16. Also: B.A. + 8(5800-8300) 10.
RAYTOWN (14,163)	5300 (9)	225, 228, 229, 232, 233, 236, 238, 240, 243	5641 ¹ (10)	5642 (11)	6502 ² (12)	6502 ² (13)	6502 ² (13)	6502 ² (13)	1 ¹ B.S. + 16; ² M.S. + 16; ³ Advanced degree or 32 hrs.
RITENOUR (13,873)	5774 (13)	156, 255, 3 • 256, 254, 2 • 256, 255, 2 • 256, 254, 256	6635 (13)	6635 (13)	6635 (13)	6635 (13)	6635 (13)	6635 (13)	
ST. JOSEPH (14,905)	5400 (5)	8 • 200, 300	5600 (5)	5600 (5)	5600 (5)	5600 (5)	5600 (5)	5600 (5)	P.T.E. full credit max. 5 yrs. (add. credit granted upon review of exp.). ¹ M.A. + 60.
UNIVERSITY CITY (7694)	5800 (12)	2 • 174, 406, 5 • 348, 4 • 174	6032 (12)	6032 (12)	6554 (12)	6554 ¹ (12)	6554 ¹ (12)	6554 ¹ (12)	1 ¹ B.A. + 15; ² M.A. + 15; ³ M.A. + 45; ⁴ 6300 (13) 10,200.
BILLINGS (16,530)	5400 ¹ (13)	2 • 50, 300, 4 • 200, 300, 5 • 200	5700 ^{1,2} (13)	5700 ^{1,2} (13)	1 ¹ Assumes continuous service. \$100 less at step 3 if less than 3 yrs. service, \$100 less at step 8 if less than 8 yrs. service; ² L.I. \$50 after 13 yrs.; P.T.E. full credit to 7 yrs.				
BUTTE (7875)	5518 (10)	119, 123, 128, 133, 138, 145, 149, 154, 159, 164	5683 ¹ (10)	5683 ¹ (10)	6119 (12)	6119 (12)	6119 (12)	6119 (12)	\$119 per yr. ¹ M.S. & ² not. ³ B.A. + 15.
GREAT FALLS (CASCADE CO.) (18,400)	5600 (10)	10 • 250	5700 ¹ (12)	5700 ¹ (11)	6200 (13)	6200 (13)	6200 (13)	6200 (13)	1 ¹ B.A. + 15; ² M.A. + 15; ³ M.A. + 45; ⁴ 6300 (13) 10,200.
MISSOULA (6893)	5700 (12)	12 • 228	5718 (12)	5718 (12)	6200 (13)	6200 (13)	6200 (13)	6200 (13)	1 ¹ M.S., ² M.S., ³ 10% less. ⁴ See ¹ M.S.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENT	MINIMUM No. of steps	INCREMENT maximum	TO REACH BACHELOR'S	BACHELOR'S PLUS HOURS	OTHER BACHELOR'S DEGREE	MASTER'S DEGREE	MASTER'S PLUS HOURS	MASTER'S DEGREE	OTHER DEGREE	DOCTOR'S DEGREE	INSURANCE	REMARKS
NEBRASKA	Average daily membership												
OMAHA (50)													
GRAND ISLAND	5300 (8)	106, 159, 265, 5 e 212	5565 ² (9)	5830 (11)	6360 ² (13)	6095 ³ (12)							
LINCOLN (27,060)	5900 (10)	2 e 200, 300, 2 e 200, 4 e 250, 400	7367	8056 (11)	9010 (11)	8533							
WESTSIDE COMM. S.D. #66 (OMAHA) (9226)	5600 (11)	4 e 244, 5 e 280, 2 e 336	5820 ¹ (11)	5940 (11)	6270 ² (14)	6720 ³ (19)							
CLARK CO. (LAS VEGAS) (59,000)	6000 (6)	6 e 360	6840 (15)	6420 ¹ (7)	7260 (10)	8100 (12)	7630 ² (10)						
WASHOE C.U. (24,420)	6000 (10)	10 e 270	6540 ¹ (12)	6270 ² (11)	6810 (13)	7350 ³ (15)	7090 ⁴ (14)						
NASHUA (7897)	5300 (12)	250, 200, 400, 250, 3 e 200, 250,	5700 (12)										
PORTSMOUTH (7000) est.	5000 (11)	3 e 200, 250, 300, 5 e 150, 450, 3 e 300, 400	8100 (11)	5100 ¹ (11)	5300 (11)	5600 ² (11)	5400 ³ (11)						
NEW HAMPSHIRE													

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 INSURANCE: H = Hospitalization; H-S = Medical-Surgical; H-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCOMES MINIMUM	NO. OF STEPS	TO REACH BACHELOR'S MAXIMUM	REMARKS
AVERAGE DAILY MEMBERSHIP	INCREMENTS		30 HOURS	MASTER'S PLUS BACHELOR'S DEGREE 30 HOURS LANES
NEWARK (50)				
BLOOMFIELD (7813)	5800 (13) 9800	12 @ 300, 2 @ 350 (13) 10,000	6000 (13) 9900	5900 ¹ (13) 9900
BRIDGETON (6492)	5400 (11) 8700	11 @ 300 (11) 9000	5700 (11) 9000	6300 (14) 10,650
BRIDGEWATER-RARITAN (8652)	5800 (14) 9500	4 @ 300, 10 @ 250 (14)		6000 (11) 9300
CAMDEN (20,468)	5700 (10) 8650	4 @ 250, 5 @ 300, 450		6000 ¹ (14) 9900
CRAHFORD (6231)	5900 (16) 10,000	2 @ 200, 9 @ 300, 5 @ 200	6100 (16) 10,200	5850 ¹ (10) 8800
EAST BRUNSWICK (8300)	5620 (13) 9530	2 @ 280, 4 @ 300, 4 @ 280, 3 @ 340, 3 @ 280, 3 @ 280	6000 (16) 10,100	6000 ¹ (17) 10,300
EDISON TWSP. (FORDS) (12,857)	5850 (13) 9800	13 @ 300		6300 (13) 10,470
HAMILTON TWSP. (14,150)	5700 (15) 9300	7 @ 300, 7 @ 200, 100		6000 (18) 10,950
HOBOKEN (7500)	5300 (9) 9100	450, 4 @ 400, 550 3 @ 4	5700 ¹ 9600	6100 ² (9) 10,100
LINDEN (7500)	6000 (A.U.) 10,400	A.U.		6450 (A.U.) 11,150

NEW JERSEY

JERSEY CITY (50)	MASTER'S PLUS BACHELOR'S DEGREE 30 HOURS LANES	OTHER PLACES 30 HOURS	BACHELOR'S OTHER PLACES 30 HOURS	MASTER'S DEGREE 30 HOURS LANES	DOCTOR'S DEGREE 30 HOURS LANES	INSURANCE AMOUNT PAID BY EMPLOYER	REMARKS
NEWARK (50)							
BLOOMFIELD (7813)	5800 (13) 9800	12 @ 300, 2 @ 350 (13) 10,000	6000 (13) 9900	5900 ¹ (13) 9900	6300 (14) 10,650	6400 ² (14) 10,750	H, M-S, M-M, 100%, $1\frac{1}{2} \times \text{sal. L}$
BRIDGETON (6492)	5400 (11) 8700	11 @ 300 (11) 9000	5700 (11) 9000	6000 (11) 9900	6600 (11) 9900	6700 (11) 10,500	H, M-S, M-M, 100%, $1\frac{1}{2} \times \text{sal. L}$
BRIDGEWATER-RARITAN (8652)	5800 (14) 9500	4 @ 300, 10 @ 250 (14)		6200 ¹ (14) 9900	6700 (14) 10,400	H, 7.62 per L, \$92 per yr. L, A.U.	'B.A. + 15; 2M.A. + 15.
CAMDEN (20,468)	5700 (10) 8650	4 @ 250, 5 @ 300, 450		6050 (10) 9050	6400 (10) 9550	6236 ² (10) 9200	H, 7.62 per L, A.U. 'B.A. + 15; 2M.A. + 15.
CRAHFORD (6231)	5900 (16) 10,000	2 @ 200, 9 @ 300, 5 @ 200	6100 (16) 10,200	6000 ¹ (16) 10,100	6300 (17) 10,300	6450 ² (17) 10,950	H, M-S, M-M, 100%, P.T.E. full credit, 'B.A. + 15; 2M.A. + 15.
EAST BRUNSWICK (8300)	5620 (13) 9530	2 @ 280, 4 @ 300, 4 @ 280, 3 @ 340, 3 @ 280, 3 @ 280		6000 (16) 10,100	6000 (18) 11,300	6440 (18) 10,780	H, M-S, M-M, 100%, L.I. \$100 after 20, 25 yrs.
EDISON TWSP. (FORDS) (12,857)	5850 (13) 9800	13 @ 300		6300 (13) 10,470	6600 (13) 10,780	6700 (13) 11,900	P.T.E. full credit to 7 yrs.; '16th yr. level.
HAMILTON TWSP. (14,150)	5700 (15) 9300	7 @ 300, 7 @ 200, 100		6000 (15) 9700	6300 (15) 10,100	6500 (15) 10,100	H, M-S, M-M, 100%, 15th yr.; 26th yr.
HOBOKEN (7500)	5300 (9) 9100	450, 4 @ 400, 550 3 @ 4	5700 ¹ 9600	6100 ² 10,100	6450 (A.U.) 11,150	6900 ¹ (A.U.) 11,900	H, M-S, M-M, 100%, L, \$8000
LINDEN (7500)	6000 (A.U.) 10,400	A.U.				7350 (A.U.) 12,650	1M.A. + 32

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENT	MINIMUM No. of steps	MAXIMUM No. of steps	To reach bachelor's maximum	MASTER'S DEGREE PLUS 30 HOURS		OTHER MASTER'S DEGREE PLUS 30 HOURS	MASTER'S DEGREE PLUS 30 HOURS LANES	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS	
					H.	M.S.						
LIVINGSTON (7797)	5820 (24)* 9778	117, 116, 117, 176, 174, 2 e 175, 174, 175, 5 e 174, 176, 174, 3 e 175, 174, 175, 2 e 174, 175	6053 ¹ (24)* 10,638	6624 ² (25)* 10,932	6857 ² (26)* 11,513		H, M.S., 50%					Note: \$800 add. for earned doctorate. *Increments paid every 1/2 yr., not automatic but upon recommendation of supervisors; 'B.A. + 16; 2M.A. + 32; 3M.A. + 16.
MADISON TWSP. (10,277)	6000 6100	4 e 325, 8 e 225 11 e 325.80, 326.20	6201 ¹ (12) 9650	6400 (13) 10,500	6900 (14) 11,300		H, M.S., M-M, 100% for employee, 50% family					'B.A. + 15.
MIDDLETON (12,365)	5750 5900	11 e 325.80, 326.20 2 e 200, 400,	5922 ¹ (12) 10,178	6325 (12) 10,235	6842 (12) 10,406		H, M.S., M-M, 89.16 per yr.					'B.A. + 10, B.A. + 20; 6095 (12) 10,005; 2M.A. + 10, M.A. + 20; 6670 (12) 10,580.
MONTCLAIR (7425)	5900 5950	4 e 300, 250, 6 e 200, 150	6130 ¹ (15) 11,100	6400 (16) 11,100	6900 (18) 12,200		H, M-S, M-M, 50%					L.I. for B.A. only \$300 after 20 yrs.; 'B.A. + 15.
NORTH BERGEN (6643)	5800 5850	9 e 500	6200 ¹ (8) 9800	6200 ¹ (8) 10,200	6600 ² (8) 10,600		H, M-S, \$285.					'or B.A. + 30; 2 or M.A. + 30.
PARSIPPANY- TROY HILLS (8350)	5800 5850	2 e 250, 11 e 275, 2 e 300	6230 ¹ (16) 10,075*	6700 ² (17) 12,225*			H, M-S, M-M, L, other J, 100%					15th yr.; 26th yr.; P.T.E. max. 12 yrs. incr. with supt. approval. *Either 25 yrs. SVC or age 65 is needed to reach last step.
PASSAIC (7477)	5700 5750	2 e 250, 7 e 300, 350, 4 e 250, 100	5900 (13) 9600	6100 (13) 9900	6600 (13) 10,400		None					P.T.E. full credit max. 10 yrs.
PATERSON (24,449)	5800 5850	8 e 300, 4 e 400	6300 (12) 10,300	6700 (12) 10,700			H, \$4,32, M-M, 16.44 36.12					Merit pay.
PERTH-AMBOY (6067)	5900 5950	13 e 300*	6300 (12) 9800				H, 13.3%, M-S, 7.52, L-M, 4.30, L, .22 per \$1000					L.I. \$200, 25 yrs. *For all tchr. with less than 10 yrs. in dist. but e 325 10 yrs., 350 15 yrs., 400 20 yrs., 450 25 yrs.
NEW JERSEY	PATERSON (24,449)						Note: M.A. + 30 \$400 increase; P.T.E. as of 7/1/56 \$300 per yr.; L.I. \$200 e 25 yrs.					

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;

INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENT	BACHELOR'S PLUS 30 HOURS LAWES	MASTER'S MASTER'S DEGREE PLUS 30 HOURS LAWES	MASTER'S MASTER'S DEGREE PLUS 30 HOURS LAWES	DOCTOR'S DEGREE LAWES	INSURANCE Amount paid by employer	REMARKS
RAHWAY (5576)	5850 (14) 9450	2 e 250, 350, 11 e 250 9550	5950 (14) 9550	6150 (14) 10,350	6600 (14) 10,800	H, M-S, M-M, pack. plan, 4.91, L, 1.10	
RIDGEWOOD (6901)	5710 (14) 10,100	240, 280, 550, 2 e 280, 290, 4 e 280, 290, 330, 340, 400	6320 (15) 11,280	6880 (15) 12,180	7380 (16) 12,980	H, M-S, M-M, 100%	
TEANECK (7600)	5890 (12) 9400	2 e 200, 500, 9 e 300 10,500	6300 ¹ (13) 10,000	6300 ² (15) 11,800	6400 ² (10) 10,200	H, M-S, M-M, 100% 15 yrs., 26 yrs.; 37 yrs.	15 yr. level; 26 yr. level.
TRENTON (17,177)	5600 (10) 9600	10 e 400	6000 ¹ (10) 10,000	6200 (10) 10,400	6400 ³ (10) 10,800	H, M-S, M-M, 100%	15 yrs. training 26 yrs. training, L.I. 200 e 25 yrs. (14 in dist.).
UNION TWSP. (8840)	6000 (13) 9800	1 e 200, 12 e 300	6300 ¹ (15) 10,700	6700 ² (17) 11,800	6900 ² (12) 9000	H, 5.41, M-S, 221, M-M, 1.40 *or doctorate.	L.I. \$100 after continuous employment at 4th, 7th, 10th, 13th, 16th contracts.
UNION CITY (7407)	5400 (11) 8700	11 e 300	5550 ¹ (12) 9000	5700 (12) 9300	5850 ² (13) 9600	H, 5.41, M-S, 221, M-M, 1.40 *or doctorate.	L.I. \$100 after continuous employment at 4th, 7th, 10th, 13th, 16th contracts.
WESTFIELD (8671)	5900 (16) 10,050	2 e 200, 2 e 300, 4 e 250, 1 e 300, 4 e 250, 1 e 300, 1 e 250, 1 e 300	6300 (17) 10,800	6300 (18) 11,450	7300 (18) 12,150	H, M-S, rider 1, 7.62 per 750, M-A, 1.10 per mo.	L.I. \$275 after 21, 22 yrs.; 1B.A. + 32; M.A. + 32.
WILLINGBORO (9848)	5800 (10) 8500	2 e 250, 8 e 300	5800 (11) 9100	6100 (12) 9700	6700 (13) 10,600	H, M-S, M-M, 100%	
WOODBRIDGE TWSP. (21,491)	5850 (12) 9850	2 e 300, 400, 6 e 300, 3 e 400	6250 ¹ (12) 10,250	6350 (12) 10,350	6550 ² (12) 10,550	6850 (12) 10,850	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Medical-Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	No. of steps	To reach bachelor's maximum	MASTER'S OTHER PLUSS BACHELOR'S DEGREE		MASTER'S PLUS 30 HOURS LANES	MASTER'S OTHER PLUSS BACHELOR'S DEGREE	MASTER'S DEGREE 30 HOURS LANES	DOCTOR'S INSURANCE	Amount paid by employer	REMARKS
				BACHELOR'S	MINIMUM						
ALBUQUERQUE (76,000)	5400 (12)	12 e 243		5643 ¹ (12)	6372 (13)	7020 (15)	M.M., L., \$50,000, 20% workmen's comp. 100%	L.I. \$200 after 21 yrs.; \$200 extra after 26 yrs. for M.A. and up. 1B.A. + 15; 2or B.A. + 45.			
CARLSBAD (8821)	5560 (10)	10 e 165		5550 ¹ (10)	6045 (15)	6300 ² (15)	6500 ³ (15)	L.I. \$100 after 25, 30 yrs.; 1B.A. + 10, B.A. + 20; 5600 (10) 7250; 2M.A. + 10, M.A. + 20; 6200 (15) 8675; 3Ed.S. degree.			
ESPAÑOLA (5566)	5550 (11)	12 e 120		5825 ² (11)	6275 (20)	7050 ³ (25)	H, M.S., M.M., 20% P.T.E. full credit max. 5 yrs.; 1B.A. + 24; 2B.A. + 16; 3M.A. + 24; above M.A. paid \$20 per hr. to 32 hr. max.; 3Sem. hrs. above Ed.S. or Ph.D. paid \$22 per hr. to 32 hrs. max.				
GALLUP- MCKINLEY (10,087)	5600 (10)	5 e 280, 5 e 225		5825 ² (10)	6495 (15)	6945 (15)	H, 1.47, per mo., L, \$1000 policy				
HOBBS (8440)	5100 (12)	6 e 204, 2 e 153, 4 e 102		5355 ¹ (14)	6120 ² (17)	5865 ³ (17)	H, M.S., M.M., 20% L.I. \$100-\$128 after 20 yrs., \$100 after 25 yrs.; 1B.A. + 15; 2M.A. + 36, 2nd M.A., Ed.S.; 3M.A. + 18.				
LAS CRUCES (14,790)	5350 (15)	160, 161, 4 e 214, 9 e 107		5617 (18)	6120 ² (17)	6375 (17)	P.T.E. full credit to 10 yrs. Note: Professional service increment of \$300 after 3 consecutive full term contracts; L.I. 214 e 20, 160 e 25; 1M.A. + 36 or Ed.S.				
SANTA FE (10,403)	5300 (7)	7 e 102		5617 (18)	9058 (17)	6375 (17)	L.I. B.A.-M.A. only, 357-408 after 20 yrs., 306-408 after 25 yrs.; 1B.A. + 20; 2B.A. + 10; 3or 6th yr. cert.				
NEW MEXICO				5355 ¹ (14)	8303 (17)	5885 ¹ (18)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				
				5402 ² (9)	8156 (16)	5708 (20)	H, M.S., M.M., 20% L., \$1500, 100%				

SCHOOL DISTRICT	BACHELOR'S MAXIMUM INCREMENT	YEARLY INCREMENT	BACHELOR'S PLUS 30 HOURS maximum	MASTER'S DEGREE No. of steps to reach bachelor's maximum	MASTER'S DEGREE PLUS 30 HOURS maximum	OTHER DEGREE PLUS 30 HOURS lanes	MASTER'S DEGREE PLUS 30 HOURS lanes	DOCTOR'S DEGREE plus 30 hours	INSURANCE Amount paid by employer	REMARKS
ARDSLEY (2700)	600 (11) 9615	11 e 310	6320 ¹ (11) 10,865	6375 (13) 10,865	7000 ² (14) 11,920	7240 ³ (14) 12,230	A.U. (A.U.) 14,750	H, M-S, H-M, 50% Add. \$200 for tenure all classes; 'B.A. + 15; 'or B.A. + 60; 'M.A. + 15; M.A. + 45; 7720 (14) 13,110; prof, dipl.: 7800 (14) 13,260; M.A. + 60; 7900 (14) 13,430.		
BETHPAGE (6248)	6400 (14) 11,200	2 e 250, 5 e 300, 7 e 400	6760 ¹ (15) 12,100	7000 ¹ (15) 12,430	7300 (15) 12,700	7150 ² (15) 12,550	8200 (15) 13,600	H, M-S, H-M, various percentages		
BINGHAMTON (12,311)	5900 (13) 9380	10 e 250, 3 e 300	6400 (13) 9380	6400 (13) 9380	6700 (13) 10,100	7500 (13) 10,900	H, M-S, H-M			
BRENTWOOD (17,650)	6300 (15) 10,935	5 e 300, 3 e 310, 7 e 315	6920 ¹ (15) 11,555	6610 ¹ (15) 11,245	7230 (15) 11,865	7540 ² (15) 12,795	8780 (15) 13,415	H, M-S, H-M, 50% 'B.A. + 15; '2M.A. + 15.		
COMMACK (11,440)	6250 (13) 9450	13 e 250	6675 (14) 11,525	6450 ¹ (13) 9700	7161 (14) 12,374	7705 (14) 12,918	8522 (14) 13,735	H, M-S, H-M, 50% Health 60%		
ENDICOTT (6632)	5800 (12) 8960	12 e 280	5900 (12) 9440	5750 ¹ (12) 9200	6000 (12) 9600	6200 ² (12) 10,240	6800 ³ (12) 10,880	47.52-103.80 N.Y.S. emp. H.P.L. ins.		
FARMINGDALE (11,612) ADA	6300 (14) 10,710	14 e 315	6773 (14) 11,498	6458 ¹ (14) 10,868	7151 (14) 11,624	7308 ² (14) 11,781	8505 (14) 12,978	L.I. \$280 e 15th yr. (SVC within dist.); 'B.A. + 15; '2M.A. + 60 or M.A. + 40; 7875 (14) 12,348, M.A. + 50; 8933 (14) 12,506, M.A. + 60; 8190 (14) 12,663.		
FRONTIER CENTRAL (624)	6200 (13) 9450	13 e 250	6500 (13) 9750	6600 ¹ (13) 9850	6800 (13) 9850	6700 ² (13) 9950	H, M-S, 100% per m ²			
HICKSVILLE (10,000)	6300 (15) 10,364	5 e 271, 1 e 270, 9 e 271	6741 (15) 11,923	6489 ¹ (15) 10,553	6530 (15) 12,112	7119 ² (15) 12,331	8442 (15) 13,624	H, M-S, H-M, 2/3 L.I. 20th yr. 270; 'B.A. + 15; '2M.A. + 15.		
ELWOOD F.S.D. #1 (HUNTINGTON) (2300 est.)	6315 (12) 10,270	265, 270, 320, 350, 2 e 320, 325, 3 e 320, 430, 425	6955 (12) 10,595	6635 ¹ (12) 10,595	7385 (12) 11,345	7705 ² (13) 12,410	8345 (14) 13,160	L.I. e 6th & 12th yr. \$200; 'B.A. + 15; '2M.A. + 15; '3M.A. + 45.		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	No. of steps To reach bachelor's maximum	BACHELOR'S	OTHER	MASTER'S	OTHER	DOCTOR'S	INSURANCE	REMARKS		
			PLATINUM	PLUS DEGREE	MASTER'S DEGREE	PLUS DEGREE	MASTER'S DEGREE	Amount paid by employer			
ITHACA (8500) est.	4 e 250, 6 e 300 (10)	6, 750 (10)	5950 ¹ (10)	6700 ² (10)	6825 (10)	6825 (10)	H, M-S, M-M, 3,9614.65 H, M-S, \$65.65, 100%	'B.A. + 20; 2B.A. + 60; 3B.A. + 70; 4B.A. + 80. L.I. \$300 after 17, 22, 27 yrs.; 'B.A. + 10, B.A. + 20; 6000 (11) 9300; 2M.A. + 10, M.A. + 20 or B.A. + 60; 6400 (11) 9700, add. \$100 to M.A. + 20 schedule for each 10 credits up to M.A. + 60.			
JAMESTOWN (8731) WADA	11 e 300 (11)	6100 (11)	5900 ¹ (11)	6200 (11)	7000 (11)	9625 (10)	H, M-S, \$65.65, 100%	L.I. \$1000 in 4 payments after 15, 20, 25, 30 yrs.; 'B.A. + 8, B.A. + 16; 6200 (11) 10,200, B.S. + 24; 6350 (11) 10,350, B.A. + 60 (12) 11,475.			
KENMORE (21,317)	2 e 250, 500, 2 e 300, 4 e 375, 525, 375 (11)	6050 ¹ (11)	6500 (12)	6515 (12)	7700 (12)	9800 (11)	H, M-S, M-M, L, \$150 per yr.	'B.A. + 6, B.A. + 12; 6100 (14) 9970, B.A. + 18; 6200 (14) 10,070, B.A. + 24; 6300 (14) 10,170; 2M.A. + 10, add. \$120 above M.A. for each 10 units up to M.A. + 60.			
KINGSTON (10,000 est.)	250, 260, 520, 3 e 320, 4 e 280, 4 e 210 (14)	6400 ¹ (14)	6900 ¹ (14)	6510 (14)	6870 (14)	10,350 10,740 10,500 10,380	H, M-S, M-M, 50%	L.I. 18, 20, 25 yrs. 200, 300, 350 (resp.); P.T.E. max. 10 yrs.; 1B.A. + 15; 2M.A. + 15.			
LEVITTOWN (16,100) est.	2 e 300, 350, 300, 350, 5 e 300, 350, 300 (12)	6700 ¹ (15)	6450 ¹ (15)	6950 (15)	7550 (15)	11,550 12,400 11,800	H, M-S, M-M, \$100-\$240 per yr.	L.I. \$406 after 15, 20, 25 yrs.; 'B.A. + 10, add. \$174 for each 10 credits beyond B.A. + 10 up to B.A. + 70; 2 or B.A. + 70.			
LOCKPORT (6625)	11 e 290 (11)	6372 (12)	5974 ¹ (11)	7700 (24)	7550 ² (24)	10,300 12,100 11,300	H, M-S, M-M, 50%	7018 ² (14)			
MASSAPEQUA (16,400)	2 e 250, 2 e 300, 2 e 250, 5 e 300, 2 e 350, 4 e 0, 400, 4 e 0, 400 (24)	6750 (24)	6500 ¹ (24)	7100 (24)	7400 ² (24)	11,450 13,600 13,200 14,450	H, M-S, M-M, 50%	10,788 8350 14,450			
MIDDLE COUNTRY #11 (10,000)	11,100 10,494	11,100 10,494	6538 (14)	6344 ¹ (14)	7320 ³ (14)	11,326 11,748	H, M-S, M-M, 50%	7076 ⁴ (14)	8052 (14)	\$300 higher for tenure, M.A. \$500 higher for tenure; L.I. \$500 after 18, 21 years if minimum 10 yrs. service and earned 6 credits prior to these yrs.; 'B.A. + 15; 2 or B.A. + 45; 3 or B.A. + 75; 4 or B.A. + 60, M.A. + 45 or B.A. + 90; 7564 (14) 13,008, M.A. + 60; 7608 (14) 13,424.	
MT. VERNON (10,948)	6200 10,800	2 e 300, 2 e 400, 8 e 300, 1 e 600 (13)	6500 (13)	6300 ¹ (13)	7100 ² (13)	11,500 11,900 12,500	H, M-S, M-M, 50%	12,164 13,840	7400 (13)		
NEWBURGH (11,456)	6000 9900	13 e 300 (13)	6400 ¹ (13)	6300 ² (13)	7000 (13)	10,400 10,500	H, M-S, M-M, 50%	12,700 13,050	7400 (13)		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 INSURANCE: H = Hospitalization; M-S = Major-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM No. of steps	YEARLY INCREMENTS To reach bachelor's maximum	BACHELOR'S OTHER PLUS BACHELOR'S DEGREE 30 HOURS	MASTER'S DEGREE PLUS MASTER'S DEGREE 30 HOURS	MASTER'S LINES	DOCTOR'S DEGREE PLUS MASTER'S DEGREE 30 HOURS	INSURANCE Amount paid by Employer	REMARKS
NEW YORK	Average daily membership							
NEW ROCHELLE (AFT) (12,000)	6200 (14)	2 e 300, 2 e 400, 2 e 300, 200, 2 e 250, 300, 2 e 250, 2 e 300	6750 (14)	7000 (14)	7500 (14)	8000 ² (14)	10,700 (7)	H, M-S, 50%, M-M, 100% ¹ B.A. + 15, B.A. + 60: 7300 (14) 12,400; ² M.A. + 60.
PLAINVIEW (AFT) (11,299)	6350 (14)	2 e 250, 2 e 275 9 e 300, 1 e 325	6800 (14)	6575 ¹ (14)	7075 (14)	7373 ² (14)	8200 (14)	H, M-S, M-M, 3,968.65 Career increment of \$200 after 7 yrs. in district. ¹ B.A. + 15; ² M.A. + 20.
NIAGARA FALLS (17,825)	6000 (11)	2 e 275, 400, 5 e 275, 400, 2 e 275	6360 (12)	6180 ¹ (11)	6725 (14)	7341 (14)	9076 (14)	H, M-S, M-M, \$114.20, Add. \$100 for masters, \$200 for doctorate; P.T.E. full credit max. 5 yrs.; L, \$15.90 per mo. L, \$15.90 Also: B.A. + 20, 40, 45, 50, 60 scales.
N. BABYLON (9588)	6380 (11)	11 e 284	6894 (13)	6647 ¹ (12)	7341 (14)	8035 (14)	9076 (14)	L, 110 per mo., H, M-S, M-M, \$6.55-\$18.30 per mo.
N. BELLMORE (4070)	6300 (14)	2 e 250, 12 e 300	6700 (14)	6500 ¹ (14)	7300 (14)	7500 ² (14)	9076 (14)	P.T.E. full credit to 8 yrs. of district tchg. add. \$200 to salary; L.I. 20 yrs. (10 in dist.) \$300; ¹ B.A. + 15; ² M.A. + 15.
N. SYRACUSE (12,100)	5700 (11)	300, 250, 300, 250, 7 e 300	6150 ¹ (11)	6000 ² (11)	6300 (12)	6750 ³ (12)	7050 (12)	H, M-S, M-M, 50% ¹ B.A. + 27; ² B.A. + 18; ³ M.A. + 27; L.I. 15, 18, 21 e \$200, \$300.
N. TONAWANDA (8700)	5800 (13)	278, 279, 278, 279, 2 e 278, 279, 278, 279, 2 e 278, 279, 278	6150 ¹ (11)	6000 ² (11)	6300 (12)	6750 ³ (12)	7050 (12)	H, M-S, 102.12-241.44, M-M, 12.72-30.72
OCEANSIDE (10,220)	5900 (14)	4 e 300, 10 e 250	6200 (14)	6050 ¹ (14)	6408 (13)	6791 (13)	7448 (13)	P.T.E. full credit max. 10 yrs.; L.I. 20, 25, 30 yrs. \$250; M.A. + 58.
OSWEGO (4000)	5700 (11)	11 e 250	6100 (11)	6050 ¹ (11)	6408 (13)	6791 (13)	7448 ¹ (13)	L.I. 20, 25th yr. \$400; ¹ B.A. + 15; ² M.A. + 10.
PATCHQUE (7421)	6300 (12)	262, 263, 273, 283, 295, 307, 319, 332, 345, 359, 374, 389	6825 (12)	6562 ¹ (12)	6640 (11)	6980 ² (10)	8860 (10)	H, M-S, M-M, 75%, L, 100% L.I. 300 after 35 yrs.; ¹ B.S. + 15, B.S. + 45; 6300 (11) 9100, B.S. + 60: 6500 (11) 9300; ² M.A. + 15.
	19,101		8700 (11)	8900 (11)	9000 (11)	9400 (11)	10,400 (11)	P.T.E. full credit to 8 yrs. ¹ /2 credit 8 + yrs.; L.I. after 5 yrs. on s. 13, move to s. 18,300 inc.; ¹ B.A. + 15; ² M.A. + 15.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;

INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	MASTER'S DEGREE PLUS BACHELOR'S DEGREE No. of steps To reach bachelor's maximum	MASTER'S DEGREE PLUS BACHELOR'S DEGREE 30 HOURS LINES	DOCTOR'S INSURANCE		REMARKS
				MASTER'S DEGREE 30 HOURS LINES	OTHER DEGREE 30 HOURS LINES	
NEW YORK	Average daily membership	No. of steps To reach bachelor's maximum	MASTER'S DEGREE 30 HOURS LINES	DOCTOR'S DEGREE 30 HOURS LINES	DOCTOR'S DEGREE 30 HOURS LINES	
PORT WASHINGTON	6380 (6387)	5 @ 378, 3 @ 150, 6 @ 100	6800 (14)	6930 (14)	8190 ² (14)	L.I. 20 & 25 yrs. @ \$100; ¹ B.A. + 60; ² M.A. + 60.
ROME	5700 (10,915)	9 @ 250, 300, 400	6000 ¹ (12)	6300 ² (13)	7560 (14)	N.Y.S.H.P., 3.96 (14)
SCHENECTADY	5900 (12,500)	9 @ 250, 300, 350, 400	6400 (14)	6350 (15)	11,781 10,200	\$150 add. for M.A. degree or 15 hrs. above training level. 15th yr.; 26th yr.
SEWAHAKA	6350 (11,905)	200, 300, 4 @ 310, 4 @ 320, 4 @ 330	6400 (14)	6400 (15)	16,460 11,630	H, M,S, M-M, 60%
ST. JAMES	6210 (9350)	311, 310, 342, 341, 373, 372, 2 @ 373, 372, 404, 403, 2 @ 404, 403, 404	6410 ¹ (15)	6410 ¹ (15)	7450 12,470	L.I. 21, 26, \$200.
SYRACUSE	5600 (33,000)	10 @ 260, 2 @ 300	6005 (12)	6410 ¹ (13)	7950 13,310	N.Y.S.H.P., 30%, M-M, 100% ¹ B.A. + 60.
UTICA	5600 (15,325)	2 @ 250, 400, 2 @ 250, 400, 6 @ 250	5900 (12)	5750 ¹ (12)	6400 (13)	L.I. \$100, 25th yr.; 2 part schedule (probationary & career trcr.; merit automatic in 14th yr.), new candidate with M.A. (min. 6100); P.T.E. full credit; ¹ B.S. + 15; ² M.A. + 15.
VESTEL	5800 (7538)	10 @ 250, 1 @ 300	6300 ¹ (14)	6000 ² (13)	6500 ³ (15)	L.I. \$500, 25 yrs.; ¹ or M.A.; ² B.A. + 15; ³ B.A. + 45 or M.A. + 15; 4M.A. + 45; ⁵ M.A. + 60.
WAPPINGERS CENTRAL	6200 (10,392)	2 @ 250, 300, 260, 270, 280, 290, 9 @ 300	6700 (16)	6450 ¹ (16)	7350 (16)	P.T.E. full credit max. 10 yrs.; ¹ B.A. + 15; ² M.A. + 45; ³ M.A. + 60.
WEBSTER	6000 (7201)	4 @ 300, 6 @ 360	6510 (12)	6765 ¹ (13)	7020 ² (14)	N.Y.S.C.H.I. 3.96-\$65 H, M-S, M-M, 50% up to 3 yrs. SVC, 100% beyond
			10,590	10,590	11,205 12,435	Add. \$300 for M.A. degree, \$500 for doctorate; \$100 for tenure; ¹ B.A. + 45; ² B.A. + 60; ³ B.A. + 75; ⁴ B.A. + 90.

SYMBOLS: L.I. = longevity increment; SV.C. = service; P.G.R. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; PS.S. = Medical/Surgical; MA.W. = Major Medical; L = life; S = stents.

SCHOOL DISTRICT **BACHELOR'S YEARLY INCREMENTS** **BACHELOR'S OTHER PLUS** **MASTER'S DEGREE** **MASTER'S PLUS** **DOCTOR'S DEGREE** **INSURANCE** **REMARKS**

	MINIMUM No. of steps	MAXIMUM maximum	30 HOURS To reach Bachelor's maximum	30 HOURS Bachelor's maximum	30 HOURS Master's maximum	Amount paid by employer		
W. BABYLON (7234)	6300 (13)	13 @ 315	6930 (15)	6615 ¹ (14)	7245 (15)	7875 (15)	7560 ² (15)	H, M.S, M-M, A.U. P.T.E. full credit max. 8 yrs.; L.I. 20, 25 yrs. \$500; ¹ B.A. + 15; ² M.A. + 15.
W. ISLIP (8690)	6500 (14)	7 @ 325, 357, 358, 357, 388, 357, 358,	7150 (14)	6825 ¹ (14)	7475 (14)	8125 (14)	8450 ² (14)	H, M.S, M-M, 6.95-11.65 L.I. 20, 25, 30 yr. \$357; ¹ B.A. + 15; ² M.A. + 45; ³ M.A. + 60.
W. SENECA (9000)	5800 (13)	13 @ 290	6250 (13)	6700 ¹ (13)	6380 (13)	6830 (13)	6960 (13)	L.I. 3% B.A. min. 21, 26 yrs.; ¹ B.A. + 60.
WHITE PLAINS (8775)	6200 (12)	2 @ 300, 600, 3 @ 300, 2 @ 400	6800 (13)	6500 ¹ (12)	7000 (14)	7600 (15)	7900 ² (15)	H, \$270 M-M, comprehensive 25%
YONKERS (AFT) (28,927)	5900 (12)	3 @ 300, 600, 5 @ 300, 500, 2 @ 300	11,400 10,800 10,250	11,602 12,252 12,902	10,470 10,150 10,600	11,900 12,800 11,800	13,100 14,300 12,300	8500 (17) N.Y.S. plan 1.B.A. 15; ² also B.A. + 30; ³ or B.A. + 60; ⁴ M.A. + 60.

NEW YORK

	BACHELOR'S YEARLY INCREMENT	BACHELOR'S PLUS	BACHELOR'S OTHER INCREMENTS	MASTER'S DEGREE	MASTER'S PLUS	DOCTOR'S DEGREE	INSURANCE	REMARKS
W. BABYLON (7234)	6300 (13)	13 @ 315	6930 (15)	6615 ¹ (14)	7245 (15)	7875 (15)	7560 ² (15)	H, M.S, M-M, A.U. P.T.E. full credit max. 8 yrs.; L.I. 20, 25 yrs. \$500; ¹ B.A. + 15; ² M.A. + 15.
W. ISLIP (8690)	6500 (14)	7 @ 325, 357, 358, 357, 388, 357, 358,	7150 (14)	6825 ¹ (14)	7475 (14)	8125 (14)	8450 ² (14)	H, M.S, M-M, 6.95-11.65 L.I. 20, 25, 30 yr. \$357; ¹ B.A. + 15; ² M.A. + 45; ³ M.A. + 60.
W. SENECA (9000)	5800 (13)	13 @ 290	6250 (13)	6700 ¹ (13)	6380 (13)	6830 (13)	6960 (13)	L.I. 3% B.A. min. 21, 26 yrs.; ¹ B.A. + 60.
WHITE PLAINS (8775)	6200 (12)	2 @ 300, 600, 3 @ 300, 2 @ 400	6800 (13)	6500 ¹ (12)	7000 (14)	7600 (15)	7900 ² (15)	H, \$270 M-M, comprehensive 25%
YONKERS (AFT) (28,927)	5900 (12)	3 @ 300, 600, 5 @ 300, 500, 2 @ 300	11,400 10,800 10,250	11,602 12,252 12,902	10,470 10,150 10,600	11,900 12,800 11,800	13,100 14,300 12,300	8500 (17) N.Y.S. plan 1.B.A. 15; ² also B.A. + 30; ³ or B.A. + 60; ⁴ M.A. + 60.

STATE SALARY SCHEDULE
BURLINGTON (9566) 4324
BUNCOMBE (19,181) 4327
RANDOLPH (11,261) 6246
ROBESON CO. (15,107) 6246
NO. CAROLINA 6246
CHARLOTTE (13) 5708
(76,889) 14
7119 8557

L.I. \$100, 21 + yrs. ex.; Add.: 925 earned doctorate.

None

5708
(14)
8557

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT **BACHELOR'S YEARLY INCREMENTS** **MASTER'S MINIMUM** **MASTER'S OTHER INCREASES** **DOCTOR'S DEGREE** **INSURANCE**

Average daily membership No. of steps To reach bachelor's maximum Amount paid by employer

DURHAM 4977 130, 139, 188, 151,
(14,000) (12) 169, 151, 173, 170,
6952 161, 172, 190, 171

NO. CAROLINA

GOLDSBORO
(8430)

STATE SALARY SCHEDULE

GREENSBORO (29,931)	5177 (14)	148, 150, 154, 160, 202, 163, 160, 178, 169, 214, 197, 181, 153, 135
	7541	

STATE SALARY SCHEDULE

GREENVILLE (6000)	4832 (12)	139, 129, 148, 139, 166, 139, 148, 166, 148, 165, 185, 157
	6662	

HIGH POINT (12,250)	5244 (13)	172, 171, 181, 181, 199, 181, 181, 199, 190, 199, 218, 199, 42
	7557	

STATE SALARY SCHEDULE

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
RALEIGH	5069 (12)	175, 176, 148, 148, 165, 148, 148, 166, 157, 167, 185, 166
	7020	

NORTHAMPTON		
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SCHOOL DISTRICT	BACHELOR'S MINIMUM No. of steps	YEARLY INCREMENT To reach bachelor's maximum	MASTER'S DEGREE PLUS 30 HOURS	OTHER LANES	MASTER'S DEGREE PLUS 30 HOURS	MASTER'S DEGREE 30 HOURS	DOCTOR'S DEGREE	INSURANCE	REMARKS
									Amount paid by employer
OHIO									
AKRON (50)	CINCINNATI (50)	CLEVELAND (50)	COLUMBUS (50)	DAYTON (50)	TOLEDO (50)				
Average daily membership	(6431)	(13)	(13)	(13)	(13)				
ALLIANCE CITY	5100	4 e 153, 9 e 204	5355	5304	5406	5508	5457	H, \$88	
	(13)	(13)	(13)	(13)	(13)	(13)	(13)		
	7546	8140	7956	8325	8703	8513			
ASHTABULA	5590	13 e 199	5692 ¹	6050	6213 ²	6377 ³		H, fully, M-S, M-M, paid	
	(13)	(13)	(13)	(13)	(13)	(13)			
	8177		8726	8975	9203	9445			
BARBERTON	5600	10 e 200, 2 e 220	5900	5750	5950	6250	6100	H, M-S, M-M, 10-26-27, P.T.E. full credit max. 10 yrs; L.I. 20 yrs.	
	(12)	(12)	(12)	(12)	(12)	(12)	(12)		
	8040	8060	8550	8990	10,010	9500			
BEAVERCREEK	5800	11 e 261	6061	6322				P.T.E. full credit max. 8 yrs.	
	(11)	(12)	(12)	(12)					
	8671		9193	9715					
BEDFORD CITY	5600	216, 209, 208, 9 e 313	5700 ¹	5800				None	
	(12)	(14)	(14)	(14)					
	9050		9780	9884					
CANTON CITY	5700	3 e 171, 228, 3 e 285, 2 e 342	5871 ¹	6040				P.T.E. max. 7 yrs. full credit; 1B.A. + 16; 2M.A. + 16.	
	(11)	2 e 399	(11)	(12)				L.I. \$300 e 20, 25, 30 (consecutive yrs. in dist); \$200 state	
	8778	2 e 399	9120	9804				allowance should be added to each scale.	
CLEVELAND HGHTS.-UNIV. HGHTS.	5800	4 e 200, 2 e 300	5900 ¹	6200	6800	7000 ³	7200	'B.A. + 20; 2B.A. + 10; 3M.A. + 40; also (6400-11,050) M.A. + 10, (6500-11,250) M.A. + 20.	
	(13)	3 e 200, 2 e 300	(13)	(13)	(13)	(13)	(13)		
	9100	2 e 400	9500	9300	10,850	11,450	11,650		
	(13-254)								
ELYRIA	5400	160, 220, 3 e 215, 8 e 270	5615 ¹	5510 ²	5830	6155	6265 ³	H, 100%, M-S, 100%	
	(12,405)		(13)	(13)	(13)	(13)	(13)		
	8535		8930	8760	9785	9950	10,645		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM No. of steps maximum	BACHELOR'S INCREMENT PLUS To reach bachelor's maximum	BACHELOR'S 30 HOURS LANES	MASTER'S DEGREE PLUS 30 HOURS LANES	MASTER'S DEGREE 30 HOURS LANES	OTHER BACHELOR'S DEGREE 30 HOURS LANES	DOCTOR'S DEGREE 30 HOURS LANES	INSURANCE Amount paid by employer	REMARKS
EUCLID (11,228)	5400 (13) 9190	245, 240, 245, 240, 540, 2 e 245, 240, 245, 540, 240, 245, 280	5560 ² (13) 9315	5395 ¹ (16) 7555	6100 ⁴ (14) 10,555	7010 (14) 11,950	H, M-S, 100%	P.G.R. 6 s.h. every 5 yrs.; Add: \$200 to all schedules; ¹ B.A. + 24; ² B.A. + 12; ³ M.A. + 24; ⁴ M.A. + 12.	
FINDLAY (8579)	5160 (16) 7080	16 e 120 3 e 190, 175, 2 e 190, 5 e 200, 195, 200	5266 (16) 7346	5395 ¹ (14) 8370	6676 ² (16) 8662	7140 ³ (16) 9700	None	Add: \$200 (state allowance); ¹ B.A. + 45; ² M.A. + 45; ³ M.A. + 60; also: (5898-8218) M.A. + 15.	
FREMONT (5847)	5480 (13) 8010	3 e 190, 175, 2 e 190, 5 e 200, 195, 200	5640 ¹ (14) 8370	5560 ² (13) 8090	5795 (13) 8605	5875 ³ (13) 8605	None	15th yr.; ² B.A. + 15; ³ M.A. + 15.	
GARFIELD HEIGHTS (6627)	5390 (13) 8900	4 e 200, 400, 3 e 200, 300, 600, 3 e 300	5590 (16) 10,300	5600 (14) 8780	5800 (14) 8880	5800 (14) 8880	M-M, 100%	¹ B.S. + 60; L.I. \$200 e 20th yr.	
HAMILTON (15,770)	5200 (12) 7600	12 e 200	5700 ¹ (13) 8360	5700 ¹ (14) 8780	6284 ⁴ (15) 9277	6684 ⁵ (15) 9759	H, M-S, M-M, 75% for employee	¹ B.A. + 35; ² B.A. + 18; ³ M.A. + 36; ⁴ M.A. + 18; ⁵ M.A. + 54. L.I. \$100 every 5th yr. beyond 15.	
KETTERING CITY (14) 8435	5725 (16) 8800	5725	6098 ¹ (15) 9277	5911 ² (15) 8995	6284 ⁴ (15) 9559	6884 ⁵ (15) 9959	H, 9.10 per mo., M-S, 3.80, M-M, 1.29, app. \$170 per yr.	¹ B.A. + 35; ² B.A. + 18; ³ M.A. + 36; ⁴ M.A. + 18; ⁵ M.A. + 54. Add: \$100 teacher orientation 1st wk. of school; ¹ B.A. + 60.	
LAKWOOD (9820)	5700 (16) 8800	2 e 100, 300, 13 e 200	6090 (16) 10,700	6300 ¹ (16) 11,300	6300 ¹ (16) 11,300	6300 ¹ (16) 11,300	None	Add: \$200; ¹ B.A. + 15.	
LANCASTER (8076)	5100 (15) 7295	150, 140, 150, 3 e 145, 150, 2 e 145, 150, 140, 150, 2 e 145, 150	5305 (15) 8110	5200 ¹ (15) 7700	5405 (15) 8515	5510 (15) 9130	5610 (15) 10,200		
LIMA (10,963)	5050 (15) 7340	15 e 150	5250 (15) 7500	5150 ¹ (15) 7400	5700 (16) 8220	5800 ² (16) 8320	5800 ² (16) 8420	None	
LORAIN (16,752)	5500 (13) 8350	175, 181, 187, 194, 201, 203, 215, 223, 230, 248, 247, 255, 196	5840 ¹ (13) 8722	6080 (13) 9094	6320 ² (13) 9466	6800 (13) 9638	6800 (13) 10,582	P.T.E. 5 yrs. full credit; ¹ B.A. + 15; ² M.A. + 15.	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM	INCREMENT No. of steps	To reach bachelor's maximum	BACHELOR'S OTHER PLUS 30 HOURS	MASTER'S DEGREE PLUS 30 HOURS	MASTER'S DEGREE PLUS 30 HOURS	DOCTOR'S DEGREE PLUS 30 HOURS	INSURANCE Amount paid by employer	REMARKS
				LINES	LANES	LANES	LANES	MAXIMUM	
OHIO MAD RIVER (6672)	5590 (12) 8290	12 e 225	5800 (13) 8790	6010 (14) 9300	6200 (14) 9560	6200 (14) 9560	P.T.E. max. 3 yrs. full credit.		
MANSFIELD (12,649)	5200 (12) 8252	4 e 312, 4 e 260, 3 e 208, 1 e 140	5403 (12) 8804	5538 (12) 9168	Add. \$200.				
MENTOR (9432)	5400 (12) 8640	12 e 270	5508 ¹ (12) 9072	5508 ¹ (12) 9072	P.T.E. max. 8 yrs. full credit; ¹ B.A. + 15; ² M.A. + 45; Also: M.A. + 15 (5940-10,854).	6048 (14) 10,368	6156 ² (14) 11,340	H, M-S, \$12.90	
SANDUSKY (6439)	5400 (15) 8235	15 e 189	5778 (15) 8613	5589 ¹ (15) 8924	¹ B.A. + 15.	5994 (15) 9234	6156 ² (14) 11,340	6480 (14) 11,846	
S. EUCLID-LYNDHURST (8830)	5500 (13) 9100	2 e 200, 2 e 300, 600, 5 e 300, 3 e 200	6000 (13) 9300	5800 ¹ (13) 9500	Blue Cross + medical-mutual, 11.85 (100%)	6000 (14) 10,300	6350 ² (14) 10,800	6480 (14) 12,528	
STRUTHERS (3414)	5600 (12) 8966	12 e 280	5880 ¹ (13) 9520	6160 (14) 10,980	None	6160 (14) 10,980	6350 ² (14) 10,800	6480 (14) 12,528	
SYLVANIA (7418)	5500 (12) 8025	7 e 200, 205, 215, 225, 235, 245	5700 ¹ (12) 8225	5700 ¹ (12) 8225	L.I. \$240 e 11th yr.; ¹ B.A. + 15; ² gr 6th yrs. specialist; ³ M.A. + 15.	6100 (12) 8760	6300 ³ (12) 9160	H, M-S, \$4.44	
WARREN (14,322)	5700 (15) 8835	8 e 171, 4 e 228, 3 e 285	5871 ¹ (15) 9120	6042 (15) 9975	P.T.E. max. 5 yrs.; ¹ B.A. + 18; P.G.R. 4, 7, 10, 13 yr. 3 s.h.	6270 (15) 9120	6300 ² (12) 8960	6480 (12) 9360	
WICKLIFFE (4467)	5700 (13) 9000	3 e 200, 2 e 300, 5 e 250, 300, 250, 300	5800 ² (14) 9600	6042 (15) 9975	¹ B.A. + 20; ² B.A. + 10; ³ M.A. + 20; ⁴ M.A. + 10.	6200 ³ (15) 10,260	6100 ⁴ (15) 10,260	6480 (12) 9360	
YOUNGSTOWN (26,325)	5300 (17) 8390	16 e 200, 1 e 300	5900 ¹ (13) 9150	6000 (15) 10,400	Super max. 2 add. inc. of \$200 beyond M.A., earned doctorate 2 add. inc. of \$200 beyond super max. or (9700).	6100 ³ (15) 10,600	6200 ³ (15) 10,600	6480 (12) 9360	

SYMBOLS: L.I. = longevity increment; SVC. = service; P.G.R. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Major-Medical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM INCREMENT	YEARLY INCREMENTS	BACHELOR'S OTHER PLUS 30 HOURS	MASTER'S DEGREE 30 HOURS	MASTER'S DEGREE 30 HOURS	DOCTOR'S DEGREE 30 HOURS	INSURANCE	REMARKS
OHIO	Average daily membership	No. of steps To reach bachelor's maximum	5510 (11) 7510	4 @ 150, 7 @ 200 (11) 8000 7700	5700 ¹ (11) 8000	5600 ² (11) 8000	6100 (12) 9100	H, M-S, 7.68 per mo. ¹ B.A. + 150 hrs.; ² B.A. + 139 hrs.; ³ M.A. + 15.
ZANESVILLE (7956)							6500 (12) 9800	
OKLAHOMA CITY (50)	TULSA (50)							
OKLAHOMA	PONCA (6365)							
OREGON	CORVALIS S.D. #5095 (7400)							
PORTLAND (50)	COOS BAY (6080)							
OREGON	DAVID-DOUGLAS (9758)							
DOUGLAS CO. (ROSEBURG) (6834)	EUGENE (21,098)							

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM	INCREMENTS	BACHELOR'S OTHER PLUS 30 HOURS	BACHELOR'S DEGREE PLUS 30 HOURS	MASTER'S DEGREE PLUS 30 HOURS	MASTER'S DEGREE PLUS 30 HOURS	DOCTOR'S DEGREE PLUS 30 HOURS	INSURANCE	REMARKS
OREGON	Average daily membership	No. of steps To reach bachelor's maximum	12 @ 200	6000 (12) 8400	5900 ¹ (12) 8300	6400 ² (15) 9400	6600 (15) 9600	6500 ³ (15) 9500	None
KLAMATH CO.	(7000)								¹ B.S. + 15; ² or B.S. + 90; ³ M.S. + 15; Also: (6100-8700) 12/B.S. + 45, (6700-9700) 15/M.S. + 45.
LANE CO. (EUGENE) (21,228)			2 @ 232, 10 @ 261			6244 (14) 10,266	7368 ¹ (11) 10,556		Note: 235-day schedule computed @ 3/4 basic pay (5800) for 45 days. ¹ M.A. + 45.
LINCOLN CO. (NEWPORT) (5940)			5 @ 232, 215, 4 @ 200	5916 (11) 8175	6032 (13) 8275	6116 (14) 9534	6156 (14) 9660	6498 ² (15) 10,320	None
MEDFORD (9800)			12 @ 252	5853 (13) 9129					P.T.E. full credit max. 12 yrs.; ¹ B.A. + 45; ² M.A. + 45.
SALEM (20,453)			168, 240, 300, 252, 264, 276, 216, 222, 234, 240, 162, 78, 2 @ 84	5700 (14) 8520	5928 ¹ (14) 8940	6156 (14) 9660	6498 ² (15) 10,320	7900 ² (7) 10,350	None
SPRINGFIELD (9516)			50, 100, 400, 3 @ 200, 4 @ 100	5850 (10) 7400	5950 ¹ (11) 8250	6250 (11) 9350	6250 (11) 9350	7900 ² (7) 10,350	15th yr.; ² M.A. + 45.
PHILADELPHIA (50)									
PITTSBURGH (50)									
ALLENTOWN (18,306)			12 @ 300	5530 ¹ (12) 9100	5400 ² (12) 9000	5600 (14) 9600	5800 ³ (14) 10,000	6300 (14) 10,300	H, M-S, M-M, L, 100% after 1 yr.
ALTOONA (14,000)			8 @ 300						L.I. 15, 20 yrs. \$200. Note: \$200 ex. 10 credits above M.A. or B.A. + 30 (one adj. per yr.).
PENNSYLVANIA									
PHILADELPHIA (50)									
PITTSBURGH (50)									
ALLENTOWN (18,306)			12 @ 300	5530 ¹ (12) 9100	5400 ² (12) 9000	5600 (14) 9600	5800 ³ (14) 10,000	6300 (14) 10,300	H, M-S, M-M, L, 100%
ALTOONA (14,000)			8 @ 300						L.I. 15, 20 yrs. \$200. Note: \$200 ex. 10 credits above M.A. or B.A. + 30 (one adj. per yr.).

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENT	MASTER'S DEGREE PLUS HOURS No. of steps To reach bachelor's maximum	MASTER'S DEGREE PLUS HOURS 30 HOURS LANES	DOCTOR'S INSURANCE	MASTER'S DEGREE PLUS HOURS 30 HOURS LANES	DOCTOR'S INSURANCE	MASTER'S DEGREE PLUS HOURS 30 HOURS LANES	REMARKS
BALDWIN- WHITEHALL (8695)	5300 (10) 8321	9 @ 318, 1 @ 159 (10) 8480	5459 ¹ (10) 8480	5618 (11) 9116	5777 ² (11) 9275	L.I. \$159, 15, 20, 25, 30, 35; 'B.A. + 15; 'M.A. + 15.		
BETHLEHEM (16,080)	5400* (14) 8800*	5 @ 300, 2 @ 200, 3 @ 300, 200, 3 @ 100	5800 (16) 9400	H, 3.65 per mo., M-S, 1.88 per mo., M-M, 1.16 *B.A. + 15 max. 9000, M.A. + 15 max. 9600, 30 max. 9800, 45 max. per mo., L, .46 per mo. 10,000, doctorate max. 10,600.				
BRADFORD (6300)	5300* (8) 7710	8 @ 300	5600* (9) 8330	H, M-S, M-M, A.U. Add. 600 for M.A.; L.I. 25 yrs. (12 in dist.) \$200. *50% to \$25 for additional graduate credits.				
CARLISLE (13)	5100 8600	9 @ 300, 4 @ 200 100, 5 @ 300, 4 @ 200	5700 (13) 9200 8800	6300 (13) 9800	6900 (13) 10,400	H, 5.35 per mo., M-S, 1.88 per mo., M-M, .88 per mo.		
CHARTIERS VALLEY S.D. (PITTSBURGH) (6460)	5500 (11) 8100		5700 (12) 8800	6300 (12) 9800	6500 (14) 10,500	H, 5.35 per mo., M-S, 1.88 per mo., M-M, .88 per mo.		
CHELTENHAM TWSP. (ELKINS PK.) (6722)	5600 (9) 8330	9 @ 300 329, 334, 328, 334, 329, 334, 329, 334,	5900 (12) 9330	6300 ¹ (18) 10,900	6508 (16) 11,100	Merit increment \$400 (every 3 yr. period); 'M.A. + 36; 'M.A. + 24; Also: M.A. + 12 (6000-9800) 14.		
COATESVILLE	5300 (10) 8613	329, 334, 318, 334, 329, 334, 328, 334, 329, 334, 329, 334,	5724 (11) 9153	6148 (12) 9858	5958 ² (12) 10,971	H, 100%, M-M, 100% 'B.A. + 15; 'M.A. + 15.		
EASTON (9474)	5400 (15) 9000	7 @ 300, 8 @ 200	5600 ¹ (15) 9200	5800 (15) 9800	6300 (15) 10,100	H, up to 17 per day, M-S, \$300 cov., M-M, 10,000 cov., L, 1000 policy (approx. 12.8% total)		
ERIE (22,501)	5800 (9) 8725	9 @ 325	6200 ¹ (9) 9225	6900 (10) 9850	7000 (10) 10,150	L.I. \$100, 25 yrs.; 'B.A. + 24.		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM INCREMENT	BACHELOR'S PLUS INCREMENTS	OTHER PLUS INCREMENTS	BACHELOR'S DEGREE 30 HOURS LANES	MASTER'S PLUS INCREMENTS	MASTER'S DEGREE 30 HOURS LANES	DOCTOR'S DEGREE 30 HOURS LANES	INSURANCE	REMARKS
Average daily membership	No. of steps To reach bachelor's maximum								
FALLSBURG (12,202)	5300 (10) 9565	300, 400, 360, 382, 405, 429, 455, 482, 511, 541	5500 ¹ (10) 9882	6400 (11) 11,996	6200 ² (11) 10,998	6400 (11) 11,996	6400 (11) 10,998	H, M-S, M-M, L, 100% to M.A. + 30.	P.T.E. full credit max. 8 yrs.; ¹ B.A. + 15; ² M.A. + 20; Ph.D. add. 500
HAMPTON TWSP. (ALLISON PK.) (300)	5300 (13) 9100	12 e 300, 1 e 200	5512 ¹ (12) 9328	5300 (15) 9900	5600 (15) 10,200	5600 (15) 10,200	5600 (15) 10,200	M-M, 1,60, L, 2,40	P.T.E. full credit max. 5 yrs.
HARRISBURG (13,663)	5300 (12) 9116	12 e 318	5618 (12) 9434	5724 (12) 9540	6042 (12) 9558	6148 ² (12) 9664	6784 (12) 10,600	M-M, 6,96 ¹ B.A. + 20; ² M.A. + 40.	
HAZLETON (11,529)	5000 (10) 7800	2 e 300, 100, 7 e 300	5618 ¹ (12) 9328	5600 (10) 8400	6200 (10) 9000	5900 ¹ (10) 8700	6800 (10) 9600	H, M-S, M-M, 8,76	P.T.E. full credit (to max.); ¹ M.A. + 15.
MCKEESPORT (10,795)	5000 (12) 8400	11 e 300, 1 e 100	5150 ¹ (12) 8550	5300 (13) 9000	5500 (13) 9200	5400 ² (13) 9100	5900 (13) 9600	H, 2,95, M-M, .49, L, 1.43	L.I. \$200, 30 yrs. +; ¹ B.A. + 15; ² M.A. + 15.
MILLCREEK TWSP. (7683)	5400 ¹ (9) 8100*	9 e 300	5400 ¹ (9) 8100*	5400 (9) 8900	6200 (9) 8900	6635 ² (9) 9980	6800 (29) 11,600	M-M, A.U.	10,000 max. for doctorate; L.I. 100 for 25th yr. & beyond. *Inc. of \$500 between 9-19 yrs.
MT. LEBANON (8332)	5600 (14) 9320	4 e 300, 6 e 360, 3 e 0, 360	5600 (14) 9320	5900 (19) 9980	6200 (19) 10,640	6635 ² (19) 10,640	6800 (29) 11,600	H, M-S, M-M, A.U.	¹ B.A. + 20; ² M.A. + 20.
NESSAMINY (LANGHORNE) (12,550)	5500 (11) 9500	5 e 300, 6 e 400	5830 ¹ (11) 9995	6225 (11) 9630	6820 (11) 10,820	6635 ² (11) 10,655	7485 (11) 11,485	H, \$3,00 per yr., M-M, 15,000 cov., L, 2,800 cov.	Note: All tchrs. who reach 60 before 9-1, add. \$200; ¹ M.A. + 15.
PENN HILLS (13,154)	5200 (14) 9700	3 e 300, 500, 4 e 300, 500, 200, 4 e 0, 200	5600 (19) 9300	6000 (19) 9900	5800 ¹ (24) 9500	5800 ¹ (24) 9500	6600 (29) 10,700	H, \$3,00 per yr., M-M, 15,000 cov., L, 2,800 cov.	
PITTSSTON (4625)	5100 (8) 7500	8 e 300	5700 (8) 8100	5700 (8) 8100	5700 (8) 8100	5700 (8) 8100	5700 (8) 8100	H, \$100	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S	YEARLY	MASTER'S	OTHER	DOCTOR'S	REMARKS
Average daily membership	MINIMUM INCREMENTs	PLUS No. of steps To reach bachelor's maximum	MASTER'S DEGREE PLUS BACHELOR'S DEGREE 30 HOURS LANES	MASTER'S DEGREE PLUS BACHELOR'S DEGREE 30 HOURS LANES	MASTER'S DEGREE PLUS BACHELOR'S DEGREE 30 HOURS LANES	INSURANCE Amount paid by employer
READING (14,325)	5580 (12)	12 e 300	H, M-S, M-M, 83.00, L, 8.00	Add. \$300 for B.A. + 24; \$500 for B.A. + 30.		
SCRANTON (17,197)	5800 (10)	10 e 300	P.T.E. full credit max. 10 yrs.; earned doctorate \$600.			
SHARON (4775)	5800 (9)	9 e 300	H, 5.60, M-S, 1.88, M-M, 1.08	\$100 ea. 3 s.h. beyond degree (max. 33 hrs.).		
STATE COLLEGE AREA (7075)	5100 (10)	10 e 306	5278 ² (12) 8338	H, 50.40, M-S, 22.56, M-M, 11.76, L, 15.48 (\$5000)	¹ B.A. + 45; ² B.A. + 15.	
UPPER DARBY (10,112)	5700 (10)	2 e 300, 500, 6 e 300, 150	6100 (9) 9800	H, M-S, M-M, 75% P.G.R. \$200; L.I. \$400, 16, 21 yrs.; M.A. + 45.	Increments (special \$200 8 yrs. exp.; incentive 200 3 yrs. exp.).	
W. MIFFLIN (6780)	5300 (13)	4 e 100	6500 (10) 11,225	H, 100%, L, (\$200) 100%, surgical 100%	L.I. \$200, 20 yrs., earned doctorate \$500, residence allowance \$200, sick leave transfer max., 30 days.	
WILLIAMSPORT (10,765)	5400 (9)	9 e 300	5800 (16) 8500	H, 4.60, M-S, 1.88, L, 1.94		
YORK (9804)	8100 (13)	13 e 300	5400 (10) 8700	H, M-S, M-M, 91.20	P.T.E. full credit.	
			6000 (15)	6000 (15)		
NEWPORT (6006)	5200 (13)		5800 (14)	5800 (14)	L, 6% (state retirement) survivor benefit 1 1/2% to 4800	P.T.E. full credit max. 5 yrs.
PAWTUCKET (AFT) (11,111)	5400 (9)		6100 (15)	6100 (15)	Note: B.A. + 36 = base + \$300; master's = base + \$600; M.A. + 36 = base + \$900; doctorate = base + \$1100.	Note: \$400 M.A., \$250 M.A. + 30, \$250 doctorate.
RHODE ISLAND	8200 (11,111)					

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR = professional gross revenue; H.S. = annual premium.
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM No. of steps	YEARLY INCREMENT maximum	BACHELOR'S PLUS No. of steps	OTHER BACHELOR'S DEGREE maximum	MASTER'S PLS No. of steps	MASTER'S DEGREE maximum	MASTER'S DEGREE plus 30 HOURS maximum	DOCTOR'S DEGREE 30 HOURS maximum	INSURANCE Amount paid by employer	REMARKS
PROVIDENCE (AFT) (27,000)	5900 (10)	9 @ 300, 200							L.I. \$100, 20 yrs., \$200, 25 yrs.	
WARWICK (2997)	5680 (9)	9 @ 300							L.I. 15, 20, 30, \$200. Note: B.A. + 30, \$200 add.; M.A. 500 add.; M.A. + 15, 700 add.	
ANDERSON (12,244)	5304 (16)	3 @ 72, 96, 180, 72, 96, 72, 84, 168, 96, 72, 84, 72, 0, 84		5988 (16)	5530 ¹ (16)	5988 (16)	5530 ¹ (16)	7668 (16)	H, 100%, M-S, 100% 'B.A. + 18	
CHARLESTON (11,823)	5061 (14)	81, 131, 4 @ 81, 128, 6 @ 81, 140		6596 (14)	5292 ¹ (14)	5676 (14)	5292 ¹ (14)	7622 (16)	H, 100%, M-S, 100% 'B.A. + 18.	
COLUMBIA (32,769)	5232 (12)	84, 108, 84, 2 @ 96, 108, 84,		6372 (14)	5376 ¹ (12)	5700 (14)	5376 ¹ (12)	7608 (14)	P.G.R. 6 s.h. each of 4, 5-yr. periods on max. (3 @ 132, 124). 7.20-9.40 per \$1000 annually	
GREENWOOD (9817)	5066 (14)	14 @ 86		6270 (14)	5331 ¹ (14)	5759 (14)	5331 ¹ (14)	7611 (14)	L.I. 19, 24 @ 50; 'B.A. + 18.	
GREENVILLE (53,950)	5351 (14)	81, 106, 4 @ 81, 111, 6 @ 81, 136		6595 (14)	5606 ¹ (14)	6044 (14)	5606 ¹ (14)	7606 (14)	H, 100%, M-S, 100% 'B.A. + 18; L.I. 18, 22 @ 25 & 50.	
OCONEE CO. (WALHALLA) (9197)	5076 (14)	2 @ 99, 98, 4 @ 99, 98, 5 @ 99, 98		6595 (14)	5350 ¹ (14)	5812 (14)	5350 ¹ (14)	6734 (14)	1 B.A. + 18 *State scale only (county supplement unavailable).	

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified;
UNIVERSALIZATION: M.S. - Medical/Surgical; H.M. = Major Medical; L. = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	MASTER'S MINIMUM No. of steps	MASTER'S DEGREE PLUS 30 HOURS	OTHER PLUSES	BACHELOR'S DEGREE PLUS 30 HOURS	DOCTOR'S DEGREE PLUS 30 HOURS	INSURANCE	REMARKS
							Amount paid by employer	
SD. DAKOTA								
PORSCMOUTH CITY (6319)	5000 (11) 7200	11 e 200 To reach bachelor's maximum	5200 (11) 7675		5500 (12) 8500	5200 (11) 8500	H, M-S, 100%	P.T.E. full credit max. 6 yrs., 3 yrs. max. if experience was gained in non-accredited school.
RAPID CITY IND. S.D. #1 (12,382)	5300 (10) 7950	10 e 265			5830 (12) 9010	6360 (14) 10,070		7420 (14) 11,130
SIOUX FALLS (18,000)	5200 (11) 7800	2 e 130, 9 e 260			5720 (13) 8840	6240 (15) 9880		M-S, 3.66 per mo. P.T.E. full credit to 5 yrs.
MEMPHIS (50)								
CARTER CO. (27,119)	4650* (15) 5400				4920 (15) 5700	5410* (12) 7450	5490 (12) 7650	
CHATTANOOGA (5654)	5170 (12) 6850	4 e 160, 4 e 140, 4 e 120			5330 (12) 7250	5370 (15) 6338	5550* (12) 7530	
GIBSON CO. (5654)	5060 (15) 5922	8 e 57, 7 e 58, (alt.)			5370 (15) 6338	5550* (15) 7530	5750* (15) 7750	
HAMILTON CO. (29,312)	5250 (15) 7150	150, 3 e 100, 200, 3 e 100, 200, 2 e 100, 150, 2 e 100, 200			5550 (15) 7530	5950 (15) 7850		
KINGSPORT (7444)	5550 (17) 7520	2 e 90, 3 e 100, 3 e 110, 3 e 120, 4 e 130, 2 e 140			5750 (17) 8170	6386 (15) 8858	7004 (16) 9476	
NASHVILLE (90,701)	5150 (14) 7313	7 e 155, 7 e 154, (alt.)			5550 (17) 8330	5768 (14) 8137		H, M-S, M-M, L, 50%

TENNESSEE

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM	INCREMENT No. of steps	To reach bachelor's maximum	BACHELOR'S	OTHER	MASTER'S	MASTER'S	DOCTOR'S	INSURANCE	REMARKS
				DEGREE	PLUS 30 HOURS	DEGREE	PLUS 30 HOURS	DEGREE	Amount paid by employer	
OAK RIDGE (7560)	5500 (13)	330, 275, 4 e 220, 5 e 165, 2 e 110		5940	7205 (13)	7205 (9)	7810 (8)	H, 89.40 (100% Ind., same dollar amount on family)		
SEVIER CO. (6077)	4400 (15)	15 e 50		4670	4830 ¹ (15)	4990 (15)	4990 (15)	Add.: \$25 per mo. Co. supplement; ¹ M.A. + 45 Q.H.		
SULLIVAN CO. (17,240)	5330 (15)	87, 96, 97, 86, 75, 86, 88, 106, 133, 144, 69, 64, 65, 64, 65		5743	6342 ¹ (15)	7320 (16)	7320 (18)			
WASHINGTON CO. (8200)	4880 (12)	97, 98, 97, 2 e 98, 3 e 97, 2 e 98, 97, 98		5612	6100 (14)	6100 (14)	6100 (16)			
	6051			5638	6295 (12)	6295 (12)	6295 (16)			
				5124 ¹	6539 6539					
DALLAS (50)				5661	8866 8866					
FORT WORTH (50)										
HOUSTON (50)										
SAN ANTONIO (50)										
ARLINGTON I.S.D. (16,665)	5634 (13)	6 e 90, 63, 3 e 117		5940 (19)	7947			P.T.E. full credit.		
BIG SPRING (7013)	5584 (10)	10 e 117		5690 (16)	7562					
BIRDVILLE I.S.D. (12,697)	5725 (15)	6 e 117, 8 e 54, 1 e 45		5975 (22)	7913					
BRYAN (7593)	4734 (10)	5 e 100, 6 e 225		5040 (16)	6912					
	5904									

TEXAS

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 INSURANCE: H = Hospitalization; MS = Medical-Surgical; MM = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM	INCREMENTS	BACHELOR'S OTHER PLUS	MASTER'S DEGREE	MASTER'S PLUS	MASTER'S DEGREE	OTHER PLUS	DOCTOR'S DEGREE	INSURANCE	REMARKS
Average daily membership	No. of steps	To reach bachelor's maximum	30 HOURS	30 HOURS	30 HOURS	30 HOURS	LANES	LANES	Amount paid by employer	
ECTOR CO. (24,724)	6900 (12)	12 @ 125		6500 (16)	7000 (20)				None	Merit rating.
GALVESTON I.S.D. (12,000)	5354 (10)	10 @ 120*		5679 (16)	5879 (16)				None	*\$120 5 yrs. in system.
HARLANDALE I.S.D. (15,829)	5200 (12)	101, 17, 8 @ 117, 0, 100		5650 (18)	5650 (18)				None	
HARLINGEN (9691)	4854 (10)	10 @ 117		5160 (16)	5160 (16)				None	
LAMAR (6498)	5301 (10)	4 @ 117, 81, 70, 4 @ 72		5607 (16)	5607 (16)				None	\$240 earned doctorate.
LAREDO (15,474)	4734 (10)	10 @ 117		5040 (16)	5040 (16)				None	L.I. \$110 in 11th yr., 154 in 12th yr. (B.A. scale).
LUBBOCK (33,413)	5400 (13)	13 @ 125		5800 (18)	5800 (18)				None	P.T.E. full credit.
MESQUITE I.S.D. (14,155)	5434 (10)	77, 2 @ 87, 17, 6 @ 117		5850 (18)	5850 (18)				None	\$500 for doctorate.
NORTHSIDE I.S.D. (13,017)	5328 (10)	10 @ 117		6000 (18)	6000 (18)				None	
PAMPA I.S.D. (5650)	5600 (10)	2 @ 100, 85, 19, 115, 5 @ 117		7850 (16)	7850 (16)				None	H, 1.00 per mo.
	6604 (16)			7412 (16)						
				7506 (16)						
				5900 (16)						
				7612 (16)						

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM	INCREMENTS No. of steps	TO reach bachelor's maximum	BACHELOR'S OTHER PLUS 30 HOURS	MASTER'S BACHELOR'S DEGREE 30 HOURS	MASTER'S PLUS 30 HOURS	OTHER LANES	MASTER'S DEGREE LANES	DOCTOR'S DEGREE LANES	INSURANCE	REMARKS
Average daily membership											
TEXAS											
PASADENA I.S.D. (31,648)	5640 (8) 6910	8 @ 160		5865 (12) 8010							\$200 merit pay to M.A., \$10 per s.h. work to 225 (22½ hrs.), \$10 per s.h. work beyond M.A. to \$300 (30 hrs.); P.T.E. to 9/61, \$54 per yr., after 9/61, \$117 per yr. -not to exceed local max.
PLAINVIEW (6897)	5334 (10) 6504	10 @ 117		5640 (18) 7512							None
PORT NECHES (6389)	5700 (12) 7500	12 @ 150		6000 (17) 8300							Addl. \$500 to M.A. schedule for doctorate.
SHERMAN (6553)	5200 (10) 6220	3 @ 60, 7 @ 120		5700 (16) 7530							None
TEXAS CITY (6572)	5700 (10) 7200	6 @ 200, 4 @ 100		6000 (17) 8200							None
TYLER (15,808)	5500 (10) 6520	2 @ 67, 42, 3 @ 117, 142, 3 @ 117		5806 (18) 7753							None
WICHITA FALLS I.S.D. (17,500)	5472 (15) 6912	5 @ 144, 5 @ 36, 5 @ 108		5868 (20) 7884							L.I. \$5000 pol., 100% prem.
UTAH											
ALPINE (16,331)	4725 (11) 7939	2 @ 100, 556, 142, 331, 330, 3 @ 331, 336, 331		4825 (11) 8103							5125 ¹ (11) 8305
BOX ELDER CO. (9014)	5028 (14) 7728	96, 108, 180, 192, 204, 192, 204, 2 @ 192, 204, 192, 252, 240, 252		5124 (15) 7968 8220							5325 (11) 9072
				5232 ¹ (16)							Package 288.60, 106.20 per yr.
				5340 (17) 8472							H, M-S, M-M, 100%, 256.20 } 189.60 } Resp. 91.20 }
											Add. \$300 to salary for dependent spouse & \$48 per child (max. 6); 1B.S. + 60; P.T.E. full credit max. 5 yrs.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;

INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM INCREMENT	YEARLY INCREMENTS No. of steps To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	OTHER DEGREE	MASTER'S DEGREE	MASTER'S PLUS 30 HOURS	MASTER'S DEGREE 30 HOURS	DOCTOR'S DEGREE	INSURANCE Amount paid by employer	REMARKS
AUGUSTA	OGDEN (17,753)	5065 (13) 7951	149, 148, 112, 2 e 198, 248, 210, 260, 248, 260, 278, 297, 310	5189 (14) 8681	4850 ¹ 2 e 100, 358, 4 e 326 & 4 e 325 (alt.)	4750 ² (11) 9138	5050 (11) 8510	5225 (11) 8649	5600 (11) 8835	H, M-S, M-M, L, 9.30- 24.90 9288
PROVO (7,752)	4650 (11) 7812	5040 (10) 6972	2 e 150, 8 e 204	5196 (11) 7332	5484 (13) 8028	5724 ¹ (14) 8472	6084 (16) 9240	H, M-S, M-M, L, A.U. 1M.A. + 45 Q.H.	P.T.E. 1/2 credit given; 1B.S. + 24; 2B.S. + 14; M.S. + 60.	
SALT LAKE CITY	5266 (12) 8084	148, 149, 296, 247, 248, 4 e 247, 248, 2 e 247	5658 (12) 8276	5650 ¹ (12) 8468	5746 (12) 8564	5512 ¹ (9) 8427	5830 (10) 9328	L.I. .05 after 5 yrs. on max.; 1B.A. + 15.	1B.S. + 55.	
TOOELE E (6708)	5300 (9) 8427	2 e 265, 7 e 371	5724 (9) 8851	5512 ¹ (9) 8639	6360 (10) 9805	Add.: \$500 for M.A. degree.				
BURLINGTON (6323)	5300 (13) 6900	3 e 100, 12 e 150	5900 (15) 7500	5900 (15) 800	6600 (13) 10,200	P.T.E. full credit to 10 yrs.; *B.A. + 15, \$300; M.A. + 15, \$200; L.I. \$400 @ retirement.				
NORFOLK (50)	ACCOMACK (6499)	6 e 150, 7 e 100	6000 (13) 9600	6000 (13) 10,600	7000 (13)	None				
VERMONT	ALBEMARLE CO. (7036)	3 e 100, 12 e 150	7000 (13)	7000 (13)	7000 (13)					
VIRGINIA	ALEXANDRIA (15,540)	3 e 100, 400, 7 e 300, 200, 600	7000 (13)	7000 (13)	7000 (13)					

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;

INSURANCE: H = Hospitalization; M-S = Major Medical; M-M = Medical-Surgical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM INCREMENT	MASTER'S DEGREE PLUS 30 HOURS 30 HOURS MAXIMUM	DOCTOR'S DEGREE PLUS 30 HOURS 30 HOURS MAXIMUM	OTHER INCREMENTS No. of steps maximum	MASTER'S DEGREE PLUS 30 HOURS 30 HOURS MAXIMUM	MASTER'S DEGREE PLUS 30 HOURS 30 HOURS MAXIMUM	INSURANCE Amount paid by employer	REMARKS
ARLINGTON (26,066)	5740 (14) 10,470	3 @ 200, 310, 2 @ 300, 400, 410, 3 @ 400, 410, 2 @ 400	6340 (14) 11,080	3 @ 200, 310, 2 @ 300, 400, 410, 3 @ 400, 410, 2 @ 400	6750 (14) 11,480	7150 (14) 11,880	H, M-S, M-M, 3,30-10,20 or 2/3 cost	P.T.E. full credit max. 10 yrs.
CHESAPEAKE (25,411)	5290 (15) 7500	14 @ 150, 1 @ 200	5700 (15) 8000	15 @ 150	H, M-S, M-M, 4,00			
CHESTERFIELD (24,126)	5500 (15) 7750			6 @ 100, 9 @ 150				
DANVILLE (10,261)	5400 (15) 7350			6 @ 100, 9 @ 150	6000 (15) 8250	5900 (15) 7850	M-N, 4,48 L, state paid	
FAIRFAX CO. (10,141)	5900 (12) 9735	2 @ 236, 590, 413, 8 @ 295	6195 ¹ (14) 10,620	2 @ 236, 590, 413, 8 @ 295	6490 (15) 11,000	6785 (16) 11,800	7375 (17) 12,250	P.T.E. full credit to 20 yrs.; advance degree work; B.A. + 10, \$200, B.A. + 20, \$400, M.A., \$600, M.A. + 10, \$800, M.A. + 20, \$1000, doctorate, \$1200, L.I. \$228, 17th yr.
FAUQUIER (6600)	5500 (15) 7500	4 @ 100, 11 @ 150	6000 (15) 8000					
LYNCHBURG (11,999)	5500 (12) 7558	159, 164, 170, 2 @ 175, 185, 192, 196, 201, 207, 212, 223	7965 (17) 12,700					
NEWPORT-NEWS (28,957)	5550 (17) 8125	2 @ 139, 277, 144, 145, 2 @ 144, 145, 3 @ 144, 145, 2 @ 144, 145, 2 @ 144	8050 (16) 8825					
PETERSBURG (8514)	5500 (12) 7600	4 @ 150, 300, 5 @ 150, 300, 150						Add. \$500 for M.A. degree.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT **BACHELOR'S YEARLY INCREMENTS** **MASTER'S OTHER DEGREE** **DOCTOR'S INSURANCE**

MINIMUM No. of steps	MAXIMUM To reach bachelor's maximum	PLUS 30 HOURS LANES	MASTER'S DEGREE	Amount paid by employer
5400 (16)	3 e 150, 300, 4 e 150, 300, 3 e 150, 200, 300, 250, 250	5900 (16)	9000 H, M-S, M-M, 100%, L, 90%	

VIRGINIA

RICHMOND CITY
(43,548)
5400
(16)
8500
No. of steps
maximum

H, M-S, M-M, 100%,
L, 90%

WASHINGTON

SEATTLE (50)				
AUBURN (6712)	9 e 224	5900 ¹ (9)	6160 ² (11)	7000 ⁴ (13)
		7396	8824	10,640
BELLEVUE S.D. #405 (21,153)	5560 (9) 8173	220, 223, 2 e 278, 333, 334, 2 e 389, 169	6116 (10) 9174	7228 ¹ (11) 10,508 12,065
BREMERTON (9020)	5600 (9)	2 e 250, 251, 4 e 250, 251, 250	6217 ¹ (10) 8830	7246 (11) 9353
CENTRAL VALLEY 5500 S.D. #356	5700 (8) 7340	5820 (6)	6000 ¹ (10) 7540	6520 ² (10) 8450
CLOVER PARK S.D. #400 (14,500)	5550 (11) 8115	235, 230, 235, 230, 2 e 235, 230, 2 e 235, 230, 235	6195 (12) 9325	6200 ³ (10) 10,590
EDMONDS S.D. #15 (24,425)	5700 (11) 7866	143, 142, 143, 142, 7 e 228	7182 (12) 10,032	7410 ¹ (15) 11,115
EVERETT S.D. #2 (12,674)	5600 (10) 8680	10 e 308	5936 (12) 9632	6402 ² (13) 10,444
FEDERAL WAY (10,600)	5600 (10) 8064	6 e 224, 4 e 280	6048 ¹ (12) 9408	6216 ² (12) 9376

REMARKS

SEATTLE (50)

**H, M-S, M-M, 100%,
L, 90%**

None

1B.A. + 4½ yrs.; 2B.A. + 5 yrs.; 3M.A. or 6 yrs.; 4M.A. & 7 yrs.

AUSTRALIA

None

Health \$10.00 per mo.

1M.A. + 45; Advt. &c: 6 for doctorate.

1M.A. + 45 Q.H.

Add. \$255 for master's, \$510 for doctorate; '15th yr. + 45.

None

**H, M-S, M-M, 1/2 prem.
or \$5 (whichever is less)**

***Add. 650 to M.A. + 45 for doctorate; P.T.E. full credit to 4 yrs.;
1B.A. + 45, 2M.A. + 45.**

**Add.: 300 for M.A., 600 for doctorate; P.T.E. full credit (within
schedule); '5th yr.; 25th yr. + 30; 35th yr. + 15; 46th yr.**

None

**H, M-S, M-M, 100%,
L, 90%**

None

1M.A. + 45 Q.H.

**Add. \$280 for master's; \$560 for doctorate; '1B.A. + 45; 2B.A. + 60.
Also: B.A. + 75 (6384-9744) 12; B.A. + 90 (6552-11,088) 13.**

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;

INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

SCHOOL DISTRICT	BACHELOR'S MINIMUM No. of steps	YEARLY INCREMENT	To reach bachelor's maximum	BACHELOR'S PLUS 30 HOURS	MASTER'S DEGREE PLUS 30 HOURS	OTHER BACHELOR'S DEGREE LANES	MASTER'S DEGREE PLUS 30 HOURS	DOCTOR'S DEGREE PLUS 30 HOURS	INSURANCE	REMARKS
									Amount paid by employer	
FRANKLIN- PIERCE S.D. #402 (7933)	5590 (9)	5 @ 302, 4 @ 303 (alt.)	6105 (10) 9130	6710 (11) 10,037	7315 (11) 10,642				7448 ⁵	
HIGHLINE #401 (28,283)	5600 (9)	4 @ 168, 5 @ 224	5936 (9) 7952	6104 ¹ (11) 8960	6776 ³ (13) 10,696	6328 ² (11) 9184	7224 ⁴ (13) 11,144			1B.A. + 45; 2B.A. + 60; 3B.A. + 90; 4B.A. + 120; 5B.A. + 135.
KENNEWICK S.D. #17 (7659)	5700 (9)	9 @ 100	6090 (12) 7880	5850 ¹ (9) 7200	6800 (16) 10,400					P.T.E. full credit max. 5 yrs.; M.A. + @ \$15 per Q.H.; 1B.A. + 15.
KENT S.D. #415 (9316)	5800 (10)	4 @ 174, 6 @ 232	5974 ¹ (10) 8120	6148 ² (11) 8700	6728 ³ (12) 10,034	6496 ⁴ (12) 9686	7018 ⁵			Add.: \$450 for M.A.; \$450 for doctorate; 1B.A. + 15; 25th yr.; 35 yrs. + 30; 45th yr. + 15; 56th yr.
LAKE WASHINGTON S.D. #414 (10,363)	5600 (9)	4 @ 224, 5 @ 280	5880 ¹ (10) 9128	6216 (11) 10,472	8624 ² (7) 11,984					1B.A. + 45; 2M.A. + 45 with 5 yrs. exp.
LONGVIEW (8135)	5590 (9)	200, 210, 220, 6 @ 230	5710 ¹ (9) 7810	5930 ² (10) 8350	6160 ³ (11) 9690	6400 ⁴ (12) 10,420	6650 ⁵ (13) 10,420			
NORTHSHORE S.D. #417 (7234)	5800 (10)	2 @ 116, 8 @ 232	6148 (11) 9222							Package 1/2 up to \$5 per no.
PASCO (5900)	5650 (5)	5 @ 200	6350 (12) 9350			6850 (12) 9850	8200*			
RENTON (13,153)	5800 (10)	10 @ 290	6264 ¹ (12) 9744							P.T.E. full credit; 1B.A. + 45 hrs.
RICHLAND S.D. #400 (7449)	5500 ¹ (7)	7 @ 210	5930 ² (12) 8650							Also: B.A. + 22 1/2 (6032-8932), B.A. + 67 1/2 (6496-9976), B.A. + 90 (6728-10,788), B.A. + 112 (6960-11,020), B.A. + 135 (7192-11,252).

¹Max. of 45 Q.H. @ \$10 allowed beyond; Max. of 45 Q.H. @ \$12 allowed beyond; ²Max. of 90 Q.H. @ \$15 allowed beyond (all above payed in blocks of 7); P.T.E. full credit.

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; M-S = Major Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	MASTER'S DEGREE PLUS 30 HOURS	OTHER PLUS 30 HOURS	BACHELOR'S DEGREE PLUS 30 HOURS	MASTER'S DEGREE PLUS 30 HOURS	DOCTOR'S DEGREE PLUS 30 HOURS	INSURANCE	REMARKS
Average daily membership	No. of steps To reach bachelor's maximum	lanes	lanes	lanes	lanes	lanes	Amount paid by employer	
SHORELINE (16,549)	5600 (6)	6 e 200	5900 (6)	6100 ¹ (6)	6500 (6)	7050 ² (6)	H, M-S, M-M, \$5.00 ea.	P.G.R. 12 Q.H. every 6 yrs.; Add. 500 for doctorate; ¹ B.A. + 45; 2M.A. + 45; ² L.I. 1 inc. 10, 11th yr.; Note also: scale for exp. and credits 1200 & higher.
SPOKANE (34,180)	5511 (8)	248, 242, 2 e 248, 243, 2 e 248, 242	6046 (10)	6046 (12)	6900 (12)	7800 (12)	Health \$5 or 1/2 per mo. whichever is less	Add. \$321 for M.A., \$642 for doctorate.
TAKOMA S.D. #10 (35,456)	5716 (10)	10 e 287	6288 ¹ (11)	6288 ¹ (11)	6800 (12)	7432 (13)	None	¹ B.A. w/min. of 225 Q.H.; ² M.A. w/min. of 270 Q.H.
VANCOUVER (14,627)	5600 (6)	2 e 235, 236, 4 e 235, 236	6045 (7)	6677 ¹ (7)	7284 (12)	7800 (12)	None	P.T.E. full credit; ¹ Standard certificate.
WALLA-WALLA S.D. #140 (7000)	5470 (10)	10 e 210	5830 (13)	6300 ¹ (14)	6800 ¹ (14)	7482 (10,107)	None	¹ B.A. + 45; Add. 300 for M.A.
BOONE CO. (6998)	4810 (13)	13 e 120	5400 (13)	5400 (13)	5900 (16)	6530 ² (16)	None	¹ B.A. + 15; ² M.A. + 15.
BROOKE CO. (6400)	5304 (13)	10 e 168, 3 e 144	5554 ¹ (13)	5804 (16)	6304 (19)	6970 ² (16)	None	¹ B.A. + 15; ² M.A. + 15.
HUNTINGTON CABELL CO. (19,958)	4920 (13)	170, 130, 120, 190, 150, 170, 130, 140, 130, 2 e 120, 130, 120	5170 ¹ (13)	5550 (16)	6050 (19)	5800 ² (16)	None	¹ B.A. + 15; ² M.A. + 15.
KANAWHA CO. (CHARLESTON) (58,552)	5100 (13)	13 e 154	5325 ¹ (13)	5500 (16)	5950 (19)	5725 ² (16)	6175 (19)	¹ B.A. + 15; ² M.A. + 15.
	7102	7327	7327	7364	8876	8050	8205	9101

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
 INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	BACHELOR'S YEARLY MINIMUM	INCREMENT No. of steps	BACHELOR'S OTHER PLUS 30 HOURS LANES	MASTER'S DEGREE PLUS 30 HOURS LANES	MASTER'S DEGREE PLUS 30 HOURS LANES	DOCTOR'S INSURANCE DEGREE	Amount paid by employer	REMARKS
MASON	5100 (13)	13 e 120	5330 ¹ (13)	6150 (16)	5900 (16)	1A.B. + 15.		
	6600		6910	6430 (16)	7820 (16)			
PRESTON CO. (6548)	4500 (13)	13 e 120	4750 ¹ (16)	5050 (16)	5550 (16)	1B.A. + 15; 2M.A. + 15.		
	6010		6310	6970 (16)	7830 (16)			
PUTNAM (6606)	5000 (13)	13 e 120	5250 ¹ (13)	5500 (16)	6000 (19)	1B.A. + 15; 2M.A. + 15.		
	6550		6810	7420 (16)	8280 (16)			
WAYNE CO. (9299)	4700 (13)	13 e 120	4950 ¹ (13)	5300 (16)	5800 (19)	1B.A. + 15; 2M.A. + 15.		
	6250		6510	7220 (16)	8080 (16)			
WOOD CO. (19,495)	5400 (13)	2 e 130, 260, 10 e 130	5650 ¹ (13)	5900 (16)	6400 (19)	1B.A. + 24; Note: \$75 each 6 credits beyond M.A.; P.T.E. full credit 1st 5 yrs., 1/2 credit next 6 yrs. (max. 9th step).		
	7220		7470	8110 (16)	9000 (16)			
WEST VIRGINIA								
MILWAUKEE (50)								
APPLETON JOINT S.D. #10 (9861)	5400*	4 e 162, 5 e 216, 6 e 245	5650 ¹ (15)	5550 ¹ (15)	5800 (17)	1B.A. + 24; 2B.A. + 15; 3M.A. + 15; Add. heads of family, s. 3-5, \$200, 6-8, \$150, 9, \$100, 10, \$50.		
	8398		8848	8748	9596	*Jan. '68 scale: (5750-9000) B.A., (5900-9200) B.A. + 15, (6000-9310) B.A. + 24, (6150-10,065) M.A., (6300-10,215) M.A. + 15.		
BELOIT S.D. #1 (9700)	6000 (11)	8 e 240, 390, 315, 240	6400 (15)	6600 ¹ (15)	6100 ¹ (15)	1B.S. + 24; 2B.S. + 16, 3M.S. + 32; 4M.S. + 24.		
	8885			10,240	10,440			
EAU CLAIRE JOINT S.D. #5 (9350)	5300 (11)	371, 5 e 186, 5 e 185 (alt.)	5600 ¹ (14)	5500 ² (13)	5700 (15)	1B.S. + 24; 2B.S. + 16, 3M.S. + 32; 4M.S. + 24.		
	7526		8540	8195	9760			
FOND DU LAC JOINT S.D. #1 (7260)	5540 (15)	4 e 190, 390, 10 e 190	5720 ¹ (15)	5660 ² (15)	5780 (16)	1B.A. + 18; 2B.A. + 12; 3M.A. + 12.		
	8550		9220	9660	9880			

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: H = Hospitalization; W-S = Medical-Surgical; M-M = Major Medical; L = Life; s = steps.

H, M, 3,25-9.00,
L,.25 per thousand
(max. 10,000)

5930³

(17)

9745

H, W-S, M-M, 100%,
114,48-283.68, L, 50%

H, \$325, L, 32%

11.56

H, \$325, L, 32%

10,560

9600

6600

5840³

(16)

9880

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SCHOOL DISTRICT	BACHELOR'S YEARLY INCREMENTS	MASTER'S DEGREE No. of steps To reach bachelor's maximum	MASTER'S MINIMUM AVERAGE DAILY MEMBERSHIP	BACHELOR'S PLUS 30 HOURS DEGREE 30 HOURS LANES	MASTER'S MASTER'S DEGREE 30 HOURS LANES	DOCTOR'S INSURANCE	MASTER'S OTHER DEGREE PLUS 30 HOURS DEGREE 30 HOURS LANES	MASTER'S MASTER'S DEGREE 30 HOURS LANES	H, M-S, 100% P.T.E. full credit max. 8 yrs., B.A. + 15 add. \$174 to B.A. scale.	REMARKS
GREEN BAY (18,452)	348, 580, 406, 8 e 232	6148 (11) 10,208	5590 (11) 8890	5550 ¹ (14) 8630	5750 (17) 9830	H, M-S, 198.72, L, 32% ¹ B.A. + 24. Add.: \$325 for M.A. + 30, \$600 for Ph.D., \$200 tchr. who claim dependency.	H, M-S, 100% cov.	P.T.E. \$295-\$2655 max. 10 yrs.; ¹ B.A. + 15; ² M.A. + 12.		
JANESVILLE (10,571)	190, 250, 12 e 220 8 e 30	5600 (14) 8630	6195 ¹ (11) 9440	6490 (13) 10,325	6708 ² (13) 10,820	H, M-S, M-M, 50%, L, 42%	H, M-S, M-M, 50%, L, 42%	P.G.R. 15 yrs. \$250 every 4 yrs. w/6 s.h.; P.T.E. 1/2 credit max. 6 yrs.; ¹ M.A. + 24 or B.A. + 48.		
KENOSHA (18,750)	5900 (11) 9145	5450 (14) 8220	5560 ¹ (14) 8530	6000 ¹ (14) 10,500	6400 ¹ (14) 10,900	H, 3.68-7.66, M-S, M-M, 2.94-6.21	H, M-S, M-M, 100% single rate, L, 23%	¹ B.A. + 15; ² B.A. + 8; ³ M.A. + 23.		
LACROSSE (9041)	2 e 150, 5 e 180, 2 e 190, 4 e 230 270	5848 ² (12) 9517	5963 ¹ (12) 9059	6307 (13) 10,205	6765 ³ (14) 11,908	H, M-S, M-M, 7.76-9.84 per mo., L, 32%	H, M-S, M-M, 100% single rate, L, 23%	¹ B.A. + 15; ² B.A. + 8; ³ M.A. + 24.		
MADISON (30,929)	5500 (14) 9580	3 e 200, 325, 3 e 200, 475, 3 e 200, 800, 2 e 300	5805 ¹ (13) 8613	6210 (14) 9234	6750 ² (14) 9774	H, M-S, M-M, 100% single rate, L, 23%	H, M-S, M-M, 100% single rate, L, 23%	P.T.E. evaluated by supt.; head of family add. \$300; ¹ B.A. + 18; ² M.A. + 24.		
MANITOWOC JOINT SCHOOL DISTRICT #1 (6633)	5733 (11) 8544	230, 2 e 223, 344, 2 e 287, 286, 287, 3 e 344	5963 ¹ (12) 9517	6885 (13) 9909	6885 (14) 9774	H, M-S, M-M, 97.45 (cost of single pol.)	H, M-S, M-M, 97.45 (cost of single pol.)	¹ B.A. + 15; ² M.A. + 15; P.T.E. \$150 each yr. max. 10 yrs.		
OSHKOSH (10,000)	5400 (13) 8208	8075 (13) 8883	6064 ² (13) 9274	6353 (13) 9715	6612 (13) 10,157	H, M-S, M-M, \$10 per mo., L, 60%	H, M-S, M-M, \$10 per mo., L, 60%	P.T.E. full credit max. 5 yrs.; ¹ M.A. + 20.		
SHEBOYGAN (9830)	5775 (13) 8832	13 e 216	6208 (13) 9494	6353 (13) 9715	6612 (13) 10,157	H, M-S, M-M, \$10 per mo., L, 60%	H, M-S, M-M, \$10 per mo., L, 60%	¹ B.A. + 15; ² M.A. + 15; ³ M.A. + 15.		
SUPERIOR (AFT) (7615)	5500 (12) 8600	10 e 250, 2 e 300	5800 (12) 8900	5900 (12) 9550	6200 ¹ (12) 9550	H, M-S, M-M, 100%, L, 50%	H, M-S, M-M, 100%, L, 50%	6206 (12) 10,614	6728 (12) 10,382	
WAUKESHA	5800 (12) 9280	3 e 232, 6 e 290, 3 e 348	5974 ¹ (12) 9454							

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;
INSURANCE: • H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

SCHOOL DISTRICT	AVERAGE DAILY MEMBERSHIP	BACHELOR'S YEARLY MINIMUM INCREMENT	NO. OF STEPS TO REACH BACHELOR'S MAXIMUM	MASTER'S DEGREE PLUS 30 HOURS LANNES MAXIMUM	MASTER'S OTHER BACHELOR'S PLUS 30 HOURS LANNES	DOCTOR'S INSURANCE	REMARKS
WEST ALLIS S.S.D. #1 (12,077)	5975 (11) 9320	11 @ 304		6094 ¹ 9560	6512 ² 10,456 5880 (14) 8824	6393 11,053	6632 10,755
WHITEWATER U.S.D. #1	5400 (11) 7600	11 @ 200		5600 ¹ (12) 8000			
WISCONSIN RAPIDS (6304)	5729 (15) 8616	138, 139, 143, 281, 139, 173, 143, 281, 142, 143, 212, 513, 145, 147, 148		6302 (15) 9478			
CHEYENNE (13,486)	5500 (9) 8346			5995 (11) 9474	5 @ 316, 4 @ 317 (alt.)	6875 (12) 10,670	None
WYOMING				6325 (12) 10,120	P.T.E. credit \$316-\$1580 max. 6 yrs.		

SYMBOLS: L.I. = longevity increment; SVC. = service; PGR. = professional growth requirement; A.U. = amount unspecified; P.T.E. = previous teaching experience;

INSURANCE: H = Hospitalization; M-S = Medical-Surgical; M-M = Major Medical; L = Life; S = steps.

Appendix I
SALARY PROGRESS IN AFT LOCALS

The following is an alphabetical listing of selected cities where AFT locals have been the bargaining agents for at least one year. The column at the left margin indicates the year when collective bargaining was first won. Note that, with very few exceptions, AFT has negotiated significant salary increases for the one-year period, 1967-68.

In order to get a more meaningful interpretation of these figures, one should know the answers to the following major questions:

1. How many teachers are affected by the increases at each level?
2. What are the sources of revenue for each school district (tax base, etc.)?
3. What is the average income of the community?
4. What is the cost of living in the area?
5. How long does it take to reach maximum on the schedule?

The answers to these questions will be the subject of a forthcoming study by the AFT Research Department.

Year of Certification	Name of District	Bachelor's Min. (No. of Steps) Max. 1967	Bachelor's Min. (No. of Steps) Max. 1968	Total Increase Min.-Max.	Master's Maximum		Total Increase
					1967	1968	
1966	ALLEN PARK, MICH.	5,700 (11) 8,920	6,150 (10) 10,000	450-1,080	9,550	10,900	350
1965	BOSTON, MASS.	5,500 (10) 9,300	6,000 (9) 10,000	500-700	9,800	10,500	700
1966	CHICAGO, ILL.	5,500 (10) 9,000	6,560 (10) 10,147	1,060-1,147	9,750	10,916	1,166
1964	CLEVELAND, OHIO	5,300 (17) 8,717	6,250 (15) 9,600	950-883	10,000	10,750	750
1965	*DEARBORN, MICH.	5,306 (9) 8,668	6,500 (10) 10,150	1,194-1,482	10,034	11,750	716
1965	*DETROIT, MICH.	5,800 (10) 9,500	6,650 (11) 10,350	850-850	10,000	10,850	850
1965	E. DETROIT, MICH.	5,700 (10) 9,000	6,300 (10) 9,400	600-400	10,050	11,100	50
1965	HARTFORD, CONN.	5,500 (12) 9,236	6,000 (12) 9,800	500-564	10,041	10,850	809
1966	HEINTZEN, MICH.	5,600 (9) 8,800	6,100 (10) 9,800	500-1,000	9,300	10,000	700
1964	MINOT, NORTH DAKOTA	4,900 (10) 7,840	5,300 (10) 8,480	400-640	8,526	9,222	696
1966	NEW BRITAIN, CONN.	5,300 (12) 8,800	5,500 (12) 9,100	200-300	9,250	9,900	650
1966	NEW ROCHELLE, N.Y.	5,950 (14) 10,050	6,200 (14) 10,300	250-250	11,750	12,150	400
1961	*NEW YORK CITY	5,400 (13) 9,950	6,200 (13) 10,350	800-400	11,450	11,850	400
1965	*OAK PARK, MICH.	5,650 (9) 8,700	6,400 (10) 10,200	750-1,500	9,700	11,300	1,600
1966	PAWTUCKET, R.I.	5,300 (9) 7,900	5,400 (9) 8,200	100-300	8,300	8,600	300
1965	PHILADELPHIA, PA.	5,800 (11) 9,400	6,100 (10) 9,900	300-500	9,800	10,300	500
1964	PLAINVIEW, N.Y.	6,125 (14) 10,125	6,350 (14) 10,425	225-300	11,325	11,850	125
1966	PROVIDENCE, R.I.	5,200 (10) 8,175	5,900 (10) 8,800	700-625	8,550	9,300	750
1948	PROVISO, ILL.	5,800 (11) 8,500	6,100 (9) 8,500	300-0	10,800	11,350	550
1966	ROSEVILLE, MICH.	5,600 (9) 9,000	6,300 (9) 9,900	700-900	10,000	10,900	900
1964	SUPERIOR, WIS.	5,150 (11) 7,700	5,500 (12) 8,600	450-900	8,600	9,550	950
1965	*TAYLOR, MICH.	5,600 (11) 9,100	6,300 (8) 10,300	700-1,200	10,100	11,300	1,200
1966	VAN DYKE, MICH.	5,800 (9) 9,459	6,500 (9) 10,601	700-1,142	10,028	11,238	1,210
1965	YONKERS, N.Y.	5,900 (12) 10,000	5,900 (12) 10,000	-----	11,300	11,300	-----

*Districts where militant action (strikes) preceded the signing of 1967-68 agreements.

Appendix II
COMPARISON OF SALARIES IN THE FOUR LARGEST AFT AND NEA CITIES
AS A RESULT OF 1967 NEGOTIATIONS

<u>Name of Cities</u>	<u>B.A. Minimum</u>	<u>B.A. Maximum</u>	<u>Number of Steps</u>
AFT -			
New York City	\$6,750*	\$11,150	13
Chicago	\$7,350	\$11,025	10
Detroit	\$7,500*	\$11,200	11
Philadelphia	\$6,100	\$9,900	10
AFT Average -	\$6,925	\$10,819	11
NEA -			
Milwaukee	\$5,850	\$9,290	12
Newark	\$6,300	\$10,700	11
Jersey City	\$6,100	\$9,600	12
Buffalo	\$5,800	\$9,575	14
NEA Average -	\$6,013	\$9,719	12

Notes: First compare those cities which are in approximately the same geographical area, i.e., Detroit and Milwaukee.
 In agreements of more than one year, which group has provided for future raises? [i.e., Newark, N.J., no guarantee—in a three year agreement; Detroit, Mich., \$850 across-the-board in the second year of a two-year pact.]
 AFT-negotiated salaries in big cities are better! Even in small towns the pattern doesn't change! [i.e., Oak Park, Mich., AFT, \$6,400-\$10,200 (10); Garden City, Mich., NEA, \$6,200-\$9,920 (10)]* Both cities have approximately the same number on staff: 407 and 421, respectively.

*As of September, 1968.

Write to the
ORDER DEPARTMENT
**THE AMERICAN
FEDERATION
OF TEACHERS, AFL-CIO**
1012 14th Street N.W., Washington, D. C. 20005

